

	<i>Health, Safety & Environmental</i> HSE Policy			Page 1 of 1
	Approved By J. Johnson	Issue Date 01/01/2020	Revision Date	Revision Number 0

Safety is a principle commitment of Silver Eagle Distributors Houston, LLC. As an industry leader in beverage distribution, Silver Eagle Houston is committed to protecting the health and safety of our people, our company assets, the environment, and our reputation within the communities we serve.

Silver Eagle Houston will consistently pursue the highest standards of Health, Safety and Environmental (HSE) performance. We will provide our employees with the mechanical, physical and procedural means necessary to perform their jobs in a safe and environmentally responsible manner. Silver Eagle Houston will maintain a HSE program conforming to all applicable regulations and recognized best practices.

Our HSE program is founded on six elements:

- Leadership Accountability
- Employee Development & Readiness
- Management of High Risk Activities
- General Workplace Safety
- Hazardous Substances & Environments
- Incident Management

Management will lead and steward the commitment to the HSE program, ensuring its effectiveness and continuous improvement. Supervisors will be responsible for fostering proper attitudes toward HSE compliance, coaching those they supervise, and ensuring that all operations are performed with the highest regard for the health and safety of all involved; including employees, partners and the public, and the protection of the environment. Employees will be responsible for supporting all aspects of the HSE program, including compliance with all standards and procedures, and for consistently practicing safe and environmentally sound behaviors while performing their duties.

Together, we will strive to be a workplace that demonstrates world-class HSE commitment. It is our shared belief that ALL incidents are preventable and our shared goal to ensure that every Silver Eagle Houston employee returns home safely at the end of each day.

John Johnson
 President
 Silver Eagle Distributors Houston, LLC