



Flogistix Environment, Health and Safety Policy Statement

Flogistix designs, builds and maintains oil and natural gas technology and equipment to serve our customers' vapor recovery and production optimization needs. This purpose comes with responsibility — a responsibility to work safely, protect the health and wellbeing of our employees and reduce the environmental footprint of our industry.

We recognize the importance of EHS excellence to our business, our customers and the communities where we live and work. For this reason, we strive to make business decisions that protect our people and the planet and empower EHS leadership at every employee level.

Our culture of EHS excellence means we commit every day to:

- Provide a safe and injury-free workplace.
- Integrate safety into our daily activities, decisions and processes.
- Develop, train and empower employees regarding our EHS policies, procedures and responsible decision-making.
- Implement EHS systems to control exposures, identify and reduce hazards and manage avoidable environmental impacts.
- Limit the consumption of natural resources and reduce emissions at our workplaces and on our customers' sites through our innovative products.
- Monitor and maintain our fleet to eliminate avoidable environmental impact due to equipment malfunction.
- Comply with all applicable regulatory and customer requirements wherever we operate.
- Fully support any employee who stops work if he or she believes unsafe work conditions exist.
- Build positive community relationships where we operate.
- Seek continuous improvement in our EHS performance.

Delivering on these commitments is our baseline for doing business — not just a goal for us to achieve. We require all employees to both comply with this statement and recognize their ownership in EHS decision-making. This includes our leadership team who are responsible for building and maintaining a culture of responsibility across our company.

A strong EHS performance contributes to our competitive advantage and benefits our employees and those that we serve. As an employee, customer or neighbor, you have my endorsement that these commitments start at the top of our company and are foundational to how we do business.

Mims Talton
Flogistix President / CEO

Revised November 2020