



## Environmental Policy:

The Keats organization is committed to reducing its impact on the environment. We will strive to improve our environmental performance over time and will initiate additional projects and activities as necessary that will further reduce our impact on the environment.

Our commitment to the environment extends to our staff, customers, and the community in which we operate. We are committed to:

- Comply with all applicable environmental regulations;
- Prevent pollution whenever possible;
- Train all of our staff on our environment program and empower them to contribute and participate;
- Communicate our environmental commitment and efforts to our customer, staff, community; and
- Continually improve over time by striving to measure our environmental impacts;
- Set annual goals to measure and reduce our environmental impact.

A handwritten signature in blue ink, appearing to read 'M. Eggemeyer', with a stylized flourish at the end.

*Matt Eggemeyer*  
President CEO  
Keats Southwest

01/20/2021