



### OUR PRINCIPLES OF OPERATION:

1. Do it safely or not at all.
2. There is always time to do it right.
3. We operate at the pleasure of the community.
4. Always timely report all incidents and near miss events.

### STOP-WORK OBLIGATION

As an employee or contractor for Tesoro, you should always comply with Our Tenets of Safe Operations. You have the responsibility and the authority to stop any work that does not comply with these tenets – and there will be no repercussions.

That is my commitment to you.

A handwritten signature in black ink, appearing to read "Marc Bayer".

Marc Bayer  
Senior Director,  
Shipping Operations  
Office: 210.626.4414

### OUR TENETS OF SAFE OPERATIONS

1. Always operate within design and environmental limits.
2. Always operate in a safe and controlled condition.
3. Always ensure safety devices are in place and functioning.
4. Always follow safe work practices and procedures.
5. Always meet or exceed customer requirements.
6. Always maintain integrity of dedicated systems.
7. Always comply with all applicable rules and regulations.
8. Always address abnormal conditions.
9. Always follow written procedures for high-risk or unusual situations.
10. Always involve the right people in decisions that affect procedures and equipment.

