

CODE OF CONDUCT





MESSAGE FROM THE PRESIDENT AND CEO

Dear Fellow Employees,

Every day we perform our jobs with a strong commitment to USA Environment L.P. values:

- Always act responsibly towards our employees, the environment, our clients and our assets
- Consistently deliver high quality products and services;
- Maintain good, constructive relationships with our suppliers and customers;
- Honor a firm commitment to good product stewardship practices.

These are the values that have enabled USA Environment L.P. to earn and maintain our company's reputation and position in the markets we serve. To assure continued success in an increasingly competitive and challenging environment, we must — every one of us! — continue to diligently observe and deliver on these values.

Highly publicized incidents involving major corporations have demonstrated, more powerfully than ever before, how important it is to conduct business not only efficiently and knowledgeably, but lawfully and ethically — at all times and in all ways.

I expect and require that every USA Environment L.P. employee, at all levels, especially the highest levels of management, comply with the law and appropriate ethical standards of conduct at all times. The accompanying Code of Conduct is provided as a guide to understanding your responsibilities in this regard and determining your proper course of action in any particular situation.

Make no mistake: if you ever find reason to believe that the law or company policy is being violated, it's your responsibility to bring the matter to management's attention. You have my assurance that you will not suffer any retaliation or retribution for bringing improper conduct to the attention to management in good faith. It is essential that every employee study the Code of Conduct thoroughly. Make sure you fully understand its provisions — and comply with them.

Here at USA Environment L.P. we don't take questionable shortcuts. We don't cut corners. We treat all our business contacts with integrity and respect.

I know I can count on every one to continue to perform in accordance with our values and, in doing so, comply fully with both the letter and the spirit of our Code of Conduct.

Sincerely,

Bret Pardue
President and CEO
2009



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Introduction:

This Code of Conduct is a Summary; Refer to Complete Policies:

This Code of Conduct summarizes a number of USA Environmental L.P. policies and is supplemented by training programs and explanations, all of which are available from the company representative.

Employees are required to read and understand all policies and related materials.

Waivers and Explanations;

This Code of Conduct by necessity is general in nature and does not provide specific guidance for every situation that may arise.

Conduct that may appear to be prohibited under the Code may be, in fact, be appropriate and acceptable.

Conversely, behavior meeting the letter of the law but not the spirit of ethical behavior may be proscribed.

Your obligation in any case of doubt or uncertainty is to seek guidance from your immediate supervisor, the Code of Conduct Administrator, Human Resources, or the Legal Department.

Our Core Values and Mission Statement;

The foundation to delivering on our commitment to our Mission Statement and our Core Values, and indeed to all of our activities as USA Environmental L.P. employees is our conviction and commitment that at all times we must act

ethically and in compliance with applicable laws. We expect and require that employees at all levels — and most critically at the highest levels of management — comply with the law and appropriate ethical standards at all times.

Purpose of the USA Environment L.P. Code of Conduct;

The purpose of this Code of Conduct is to state our policies on ethics, compliance with the law, business conduct, strengthen our ethical climate, and provide basic guidelines for reporting and handling any ethics-related issues that may arise.

The Code of Conduct:

- Defines and disseminates our core values and legal requirements for business conduct.
- Offers guidance in understanding company policy, interpreting laws, and handling issues.
- Fosters clear ethical decision-making that creates trusting, enduring relationships throughout company activities.
- Provides procedures through which you can easily obtain information and ask questions or report any suspected violations of our business conduct policies.

Persons Covered by Code of Conduct

The Code of Code applies to all employees of USA Environment L.P. and all of its subsidiaries and affiliates.



Business Ethics:

USA Environment L.P. will maintain a corporate culture that gives you, the individual, a sense of trust in the company. Part of this mission is that employees feel that their own high values are affirmed. These values start with individuals like you and how you apply ethical behavior, for example:

- When using USA Environment L.P. resources
- When interacting with customers, suppliers, and competitors
- When signing off that a task has been completed appropriately
- When reporting hours worked or expenses incurred
- When dealing with a particularly tough deadline

Never make false statements or misrepresentations to anyone.

If you believe a person may have misunderstood you, immediately address the misunderstanding.

Honesty based on unambiguous communication is vital to ethical behavior; the resulting trust is essential to sound, enduring relationships.

Our Code of Conduct provides procedures by which you can disclose and resolve ethical issues. This Code explains how to proceed with such matters.

Compliance with Laws:

It is our policy to comply with all applicable laws, including, but not limited to, those pertaining to general employment, anti-discrimination, health, safety, antitrust, securities, anti-fraud, corruption, bribery and environmental protection.

No officer, executive or manager of the Company has authority to violate any law or to direct another employee or any other person to violate any law on behalf of the company.

We do business with customers and suppliers of sound business character and reputation.

We do not knowingly support any public or private organization that espouses discriminatory policies or engages in anti-competitive practices.

Employee Compliance:

Each employee of USA Environment L.P. is, and will be held, responsible for the observance of this Code of Conduct.

If you have questions about any section of this Code of Conduct, direct your questions to your immediate supervisor, the USA Environment L.P. Code of Conduct Administrator Officer, Human Resources, or the Legal Department.

The Code of Conduct Administrator is the USA Environment L.P. – EH&S department

The final section of this Code of Conduct provides information on the reporting of complaints and suspected violations of this Code.

If you learn that another employee has violated this Code of Conduct, you are obligated to report it.

Retaliation against an employee who reports a violation or possible violation will not be tolerated.

Failure to comply with any of the provisions of this Code of Conduct subjects employees to disciplinary measures up to and including termination of employment.



Business Ethics and Fair Competition:

USA Environment L.P. is committed to maintaining the highest standards of business ethics, fair competition, and compliance with all applicable laws.

We believe that success is measured and achieved by:

- The quality of our services
- The integrity of our marketing strategy
- Our competitive pricing policies
- Not engaging in illegal or unethical practices

It is our policy to:

- Cultivate among our officers and employees a sense of individual and organizational

responsibility that fosters the highest level of conduct in every aspect of our business.

- Promote compliance with applicable laws by providing ongoing training programs for our officers and employees.
- Continuously improve existing programs that enhance our company ability to promptly identify activities by our officers or employees that do not meet the highest standards of business ethics; and,
- Require each officer and employee to cooperate fully with any investigation by the company or any governmental agency.

Your commitment to this policy will help to ensure that USA Environment L.P. become the leader in our industry by providing a quality work environment.



USA Environment L.P. Policies and Practices:

Employment Policies:

USA Environment L.P. will foster a work environment in which all individuals are treated with respect. You are entitled to work in a businesslike atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment.

Therefore, the company expects that all relationships among persons in the workplace will be Business like and free of unlawful bias, prejudice and harassment.

It is our policy to ensure equal employment opportunity without discrimination or harassment on the basis of race, color, national origin, religion, sex, age, disability, veteran status or any other status protected by law.

It is our policy to comply with all applicable wage and hour laws and other statutes regulating the employer-employee relationship and the workplace environment.

No USA Environment L.P. employee may interfere with or retaliate against another employee who seeks to invoke his or her rights under the laws governing labor and employee relations.

If you have any questions about the laws or Company policies governing labor and employee relations matters, consult your Employee Handbook or contact Human Resources.

USA Environment L.P will provide a safe workplace for all employees. In addition, laws and regulations impose a responsibility on the Company to safeguard against health and safety hazards. For that reason, and to protect the safety of themselves and others, employees and other people who are present at our facilities are required to follow carefully all safety instructions and procedures the Company adopts.

Questions about possible health and safety hazards at any of our facilities should be directed immediately to your supervisor.

Your Privacy:

USA Environment L.P. holds personal information relating to your employment. This may include your name, title and contact information, evaluative and performance information, and financial, benefits and compensation information.

The Company collects and processes this information for employment-related purposes only, including to administer the employment relationship (including the payment of salaries, benefits, and other compensation), to evaluate performance, to conduct strategic planning, to administer disciplinary actions where necessary, and to conduct financial and operational analysis.

Access to this personal information is limited to authorized Company personnel who have a legitimate need. Personal information is released outside the Company only with employee permission, except as necessary or appropriate in connection with the employment relationship (including disclosures to payroll processors, benefits providers, and certain financial institutions), in order to verify employment, or in response to legal or investigatory requirements.

Employees may also access and review their own personal information in accordance with applicable local laws by contacting their local human resources manager.

Employees responsible for maintaining such personal information and those who are additionally provided with access to it must ensure that the information is not disclosed in violation of our Company policies or practices.



Conflicts of Interest:

A conflict of interest may arise in any situation in which your loyalties are divided between USA Environment L.P. and business interests that, to some extent, are incompatible with the interests of our Company.

The Company expects that no employee will knowingly place himself or herself in a position that is or would appear to be in conflict with the interests of USA Environment L.P. Some of the more sensitive areas regarding conflicts of interest and Company related guidelines are described below.

Many apparent conflicts of interest can be addressed through disclosure and waivers from an authorized person. You must fully disclose any matter that may constitute a conflict of interest.

Outside Activities: Freelance Work:

It is our policy that employees shall not have a second job that encroaches on the time or attention that should be devoted to work duties; adversely affects the quality of work performed; competes with Company activities; implies sponsorship or support by the Company of the outside employment or organization; or adversely affects the reputation of USA Environment L.P.

If you perform work outside the company or have another job, be sure that you do not use Company time, facilities, resources, or supplies for such work!

Interests in Other Businesses:

Unless approved in advance by your supervisor, neither you nor your spouse, domestic partner, or any other member of your immediate family may directly or indirectly have a financial interest (whether as an investor, lender, employee or other service provider) in a competitor, or in a customer or supplier if you or your subordinates deal directly or indirectly with that customer or

supplier in the course of your job with USA Environment L.P.

Investments of less than 1% of the outstanding stock of public companies are exempted from this prohibition.

Use of Company Property and Information:

All employees are responsible for the proper use of Company resources and property, as well as its proprietary and other confidential information. Unless otherwise prohibited by your supervisor, incidental use of a Company telephone, computer or other equipment is permitted.

Please be aware that you have no right to privacy in any data on Company computers or other equipment. Any data on Company equipment may be lost or unavailable to you.

Company Property and Facilities:

USA Environment L.P. property, facilities and physical resources may not be used for solicitation or distribution activities that are not related to an employee's services to the Company, except for charitable activities that have been approved in writing in advance by the Company.

You may not solicit another employee during working time, nor distribute literature in work areas at any time.

You should not, under any circumstances, disturb the work of others to solicit or distribute literature to them during their working time.

Persons not employed by the Company may not solicit USA Environment L.P. employees for any purposes on Company premises.

Any employee found to be engaging in or attempting theft of any Company property, including documents, equipment, intellectual property, personal property of other employees, cash or any other items of value, will be subject to immediate discharge and possible criminal proceedings.

You have a responsibility to report any theft or attempted theft to Company management



Proprietary and Other Confidential Information:

USA Environment L.P. operates in many different and extremely competitive markets.

You must be aware that in any competitive environment, proprietary information and trade secrets must be safeguarded in the same way that all other important Company assets are protected.

Confidential information includes information concerning customers, suppliers, pricing, products, business strategies and business plans, business results and financial and other such trade secrets, including information pertaining to any prospective USA Environment L.P. acquisition or divestiture, and it must be held in the strictest confidence.

Reasonable prudence should be exercised in dealing with such information to avoid inadvertent inappropriate disclosure.

Proprietary information must not be used in any way other than as required in performing your employment duties. All files, records and reports acquired or created in the course of employment are Company property.

Originals or copies of such documents may be removed from Company offices for the sole purpose of performing your duties to the Company and must be returned upon request.

Intellectual Property:

Software License Agreements:

Much of the computer software used at USA Environment L.P. was created and copyrighted by other companies.

It is our policy to fully comply with license agreements that govern the use of software. Reproducing or installing software without authorization may violate these agreements and be illegal. Never make copies, resell, or transfer software created by another company unless it is authorized under the applicable software license agreement.

Trademarks, Service Marks and Copyrights:

Trademarks and service marks—words, slogans, symbols, logos or other devices used to identify a particular source of goods or services—are important business tools and valuable assets that require care in their use and treatment.

You cannot negotiate or enter into any agreement relating to Company trademarks, service marks or logos without first consulting the Legal Department.

USA Environment L.P. also respects the trademark rights of others and any proposed name of a new product, financial instrument or service intended to be sold or rendered to customers must be submitted to the Legal Department for clearance prior to its adoption and use.

Similarly, using the trademark or service mark of another company, even one with whom the Company has a business relationship, always requires clearance or approval by our Legal Department to ensure that the use of the other company’s mark is proper.

You must avoid the unauthorized use of copyrighted materials of others and should confer with the Legal Department if you have any questions regarding the permissibility of photocopying, excerpting, electronically copying or otherwise using copyrighted materials.

In addition, simply because material is available, such as files downloaded from the Internet, does not mean it is automatically permissible to copy or re-circulate (by, for example, e-mail)

All copies of work that is authorized to be made available for ultimate distribution to the public, including all machine-readable works such as computer software, must bear the prescribed form of copyright notice.



USA Environment L.P.-related Employee Creations and Ideas:

The Company is legally entitled to all rights in ideas, inventions and works of authorship relating to its business that are made by employees during their employment with USA Environment L.P. or while using the resources of the Company (“Employee Developments”).

As a condition of employment, employees are required to promptly disclose all employee ideas to their supervisors, and to execute the necessary documentation to transfer all employee developments to the Company to evidence their ownership, or to obtain legal protection for them.

Political Involvement:

You are free to exercise your right to make individual political contributions. The Company will not reimburse any employee for political contributions, and employees should not attempt to receive or facilitate such reimbursements. No contribution may be made with the expectation of favorable government treatment in return. Our policy is not intended to discourage or prohibit you from taking part in the following activities:

- Personally and voluntarily contributing to political candidates and organizations
- Engaging in the political process on your own time and at your own expense
- Expressing views on legislative and related matters
- Participating in any other lawful political events or activities

Any political activity or contribution that might appear to constitute an endorsement or contribution by USA Environment L.P. must be approved in advance by the CEO/President

Accepting Gifts and Entertainment:

USA Environment L.P. deters givers of gifts from seeking or receiving special favors from Company employees.

Accepting any gift of more than nominal value or entertainment that is more than a routine social amenity can appear to be an attempt to influence the recipient into favoring a particular customer, vendor, consultant or the like.

To avoid the reality or the appearance of improper relations with current or prospective customers, vendors and consultants, you must observe the following guidelines when deciding whether to accept gifts or entertainment:

Gifts;

Gifts such as merchandise or products, as well as personal services or favors, may not be accepted unless they are of a type and amount as are reasonable and customary under the circumstances and are not designed to, nor have the effect of, influencing the recipient’s judgment.

You are urged to consult with the Compliance Officer before accepting any gifts of more than nominal value.

Gifts of any amount may never be solicited. A gift of cash or securities may never be accepted.

Entertainment;

Normal business entertainment such as lunch, dinner, theatre, a sporting event, and the like, is appropriate if of a reasonable nature and in the course of a meeting or another occasion where the purpose is to hold bona fide business discussions or to foster better business relations.



Relationships with Public Officials:

Some employees do business with federal, state or local government agencies. All employees engaged in business with a governmental body or agency must know and abide by the specific rules and regulations covering relations with public agencies. Such employees must also conduct themselves in a manner that avoids any dealings that might be perceived as attempts to influence public officials in the performance of their official duties.

Bribery, Kickback and Fraud:

No funds or assets of the Company shall be paid, loaned or otherwise disbursed as bribes, “kickbacks,” or other payments to the individual benefit of a person designed to influence or compromise the conduct of the recipient; and no employee of the Company shall accept for his or her personal benefit any funds or other assets (including those provided as preferential treatment to the employee for fulfilling their responsibilities), for assisting in obtaining business or for securing special concessions from the Company. Rebates and volume discounts paid to USA Environment L.P. by its suppliers or by the Company to the person or entity that made the purchase are not illegal bribes or kickbacks. Company employees should conduct their business affairs in such a manner that the Company's reputation will not be damaged if the details of the dealings should become a matter of public discussion. To illustrate the strict ethical standard USA Environment L.P. expects of every employee, the following conduct is expressly prohibited:

- Payment or receipt of money, gifts, loans or other favors that may tend to influence business decisions or compromise independent judgment
- Payment or receipt of rebates or “kickbacks” for obtaining business for or from the Company
- Payment of bribes to government officials to obtain favorable rulings
- Any other activity that would similarly degrade the reputation or integrity of USA Environment L.P.

Any employee found to be receiving, accepting or condoning a bribe, kickback, or other unlawful payment, or attempting to initiate such activities, will be subject to discharge and possible criminal proceedings. Any employee found to be attempting fraud or engaging in fraud will be subject to discharge and possible criminal proceedings against them. All employees have a responsibility to report any actual or attempted bribery, kickback or fraud to USA Environment L.P.



Accounting and Recordkeeping:

Employees with supervisory duties should establish and implement appropriate internal accounting controls over all areas of their responsibility to ensure the safeguarding of the assets of the Company and the accuracy of its financial records and reports. USA Environment L.P. has adopted controls in accordance with internal needs and the requirements of applicable laws and regulations. All staff, within their areas of responsibility, is expected to adhere to these procedures, as directed by appropriate Company officers.

Any accounting adjustments that materially depart from Generally Accepted Accounting Principles (GAAP) must be approved and reported to the accounting department. In addition, all material off-balance sheet transactions, arrangements and obligations, contingent or otherwise, and other relationships of the Company with unconsolidated entities or other persons that may have material current or future effects on the financial condition, changes in financial condition, results of operations, liquidity, capital expenditures, capital resources or significant components of revenues or expenses, must be disclosed to the audit accounting department.

Violation of these provisions will result in disciplinary action, up to and including discharge, and may also subject the violator to substantial civil and criminal liability.

If you become aware of any improper transaction or accounting practice concerning the resources of the Company, report the matter immediately to your supervisor or to the accounting department.

Document Retention:

The space available for the storage of Company documents, both on paper and electronically, is limited and expensive. Therefore, periodic discarding or destruction of documents is necessary. There are also legal requirements that certain records be retained for specific durations.

Before you dispose of documents, consult the applicable record retention schedule or disposition schedule. If you are unsure about the requirements for keeping particular documents, consult your supervisor, who may need to consult the Records and Information Specialist within the EH&S Department.

When documents are found to be required in connection with a lawsuit or government investigation, all possibly relevant documents should be preserved, and ordinary disposal or alteration of documents pertaining to the subjects of the litigation or investigation should be immediately suspended. If you are uncertain whether documents under your control should be preserved because they might relate to a lawsuit or investigation, you must contact the EH&S Department.



Computer, E-mail and Internet Policies:

You are responsible for properly using the Company's computer system, including, but Not, limited to, its electronic mail (e-mail) system and the Internet (collectively, the "Computer System") in accordance with Company policies.

The Computer System Is Company Property:

The computers that employees are provided, or have access to for work, and the e-mail system are the property of USA Environment and have been provided for use in conducting Company business.

All communications and information transmitted by, received from, created or stored in the Computer System (whether through word processing programs, e-mail, the Internet or otherwise) are Company records and the property of USA Environment L.P.

No Expectation of Privacy:

USA Environment L.P. has the right, but not the duty, for any reason and without the permission of any employee, to monitor any and all aspects of its Computer System, including, but not limited to, reviewing documents created and stored on its Computer System, deleting any material stored in its system, monitoring web sites visited by employees on the Internet, monitoring chat and news groups, reviewing material downloaded or uploaded by users from the Internet, and reviewing e-mail sent and received by users.

You should not have an expectation of privacy in anything you create, store, view, send, or receive on the Computer System.

Professional Use of Computer System Required and Application of Other Policies:

Please be courteous to other users of the Computer System and always conduct yourself in a professional manner.

The Company's policies against discrimination and harassment (sexual or otherwise) apply fully to the Computer System and materials placed in it and any violation of those policies are grounds for discipline up to and including discharge.

Offensive and Inappropriate Material, Illegal Activities:

Company policies prohibit using the Company's Computer System to send or receive messages or files that are illegal, sexually explicit, abusive, offensive or profane.

Solicitations:

Unless authorized in advance the Company's computer system may not be used to solicit for religious or political causes, commercial enterprises, outside organizations, or other activities not related to an employee's services to USA Environment L.P.

Copyrights and Trademarks:

The Company Computer System may not be used to send (upload) or receive (download) copyrighted materials, trade secrets, proprietary financial information, or similar materials.



Our Values Help Us Maintain Our Safety Record:

Our safety record contributes to our good position within our industry and reflects the ethical behavior inherent in how we do business. Safety results, in part, from our ethical and legal behavior.

Integrated - Safety, Health, Environment, Quality and Social Accountability Policy:

USA Environment L.P. is a full service environmental company, with business activities in the United States of America. We place a high value on maintaining a clean, safe, and healthy environment for employees, the delivery of quality services and responsibly supporting our customers and service providers while ensuring the wellbeing of all stakeholders in all areas where we conduct our operational activities.

USA Environmental L.P. complies with all applicable legislation and standards.

USA Environmental L.P. maintains effective, practical and measurable management systems and processes to ensure systematic and pro-active identification and evaluation of all potential hazards and associated risks inherent to our operational activities.

We will ensure the elimination and where not possible, the reduction of negative risk impact in the areas of, safety, health, the environment, quality and social accountability,

We will prevent of all forms of pollution as well as protect our natural and other resources.

The USA Environment L.P. employee and contractor workforce is trained and continuously developed as well as equipped with the right, knowledge and resources required to conduct their daily activities in a safe and responsible manner to prevent harm to themselves, others and the environment.

Our people are required to utilize formal risk management controls effectively as guidelines and tools to ensure optimal operational control and service delivery.

USA Environment L.P. will not make use of any unfair or forced labor practices and will not employ individuals that are not legally documented.

USA Environment L.P. sets clear and measurable safety, health, environmental, quality and social accountability objectives as identified through our risk profile, and have implemented improvement processes and written procedures to ensure the safe and responsible execution of all tasks.

USA Environmental L.P. maintains open and transparent channels of communication, with all stakeholders.

USA Environment L.P. reviews the performance and the compliance to all company and organizational requirements at regular intervals to ensure the maintenance of continuous improvement and the realization of sustainable development.



Compliance with the Code of Conduct:

You have a responsibility to understand and follow this Code of Conduct.

A violation of the Code of Conduct may result in appropriate disciplinary action including possible discharge from employment with the Company without additional warning.

USA Environment L.P. encourages discussions among employees and their supervisors to make everyone aware of situations that give rise to ethical questions and to articulate acceptable ways of handling those situations.

Each employee of USA Environment L.P. may be required from time to time to certify that he or she has read and reviewed this Code of Conduct and to the best of his or her knowledge is in compliance with all of its provisions.

The Code of Conduct reflects general principles to guide you in making ethical decisions and cannot and is not intended to address every specific situation.

As such, nothing in this Code of Conduct prohibits or restricts the Company from taking any disciplinary action on any matters pertaining to employee conduct, whether or not they are expressly discussed in this document.

The Executive Directors of USA Environment L.P. have the exclusive responsibility for the final interpretation of the Code of Conduct.

The Code of Conduct may be revised, changed or amended at any time by the Company.

Reporting of Suspected Non-Compliance:

General Policy;

As part of its commitment to ethical and legal conduct, USA Environment L.P. expects its employees to bring to the attention of their supervisors or the Code of Conduct Administrator any information about suspected violations of this Code of Conduct or of law by any Company employee or agent.

Employees who have information about suspected improper accounting or auditing matters should bring it to the attention of their supervisors and/or a member of senior management, or submit an anonymous complaint. Employees are required to come

forward with any such information, without regard to the identity or position of the suspected offender.

USA Environment L.P. will treat the information in a confidential manner (consistent with appropriate evaluation and investigation) and will seek to ensure that no acts of retribution or retaliation are taken against anyone for making a report.

Because failure to report criminal activity can itself be understood to condone the crime, we emphasize the importance of reporting.

Failure to report knowledge of wrongdoing may result in disciplinary action against those who fail to report.

Complaint Procedure:

Information about known or suspected violations by any employee or agent should be reported promptly. When practical, an employee should do so in writing.

- Investigation - Reports of violations will be investigated under the Code of Conduct Administrator's supervision, as he or she finds appropriate. Employees are expected to cooperate fully in the investigation of reported violations.
- Confidentiality - The Code of Conduct Administrator will not, to the extent practical and appropriate under the circumstances to protect the privacy of the persons involved, disclose the identity of anyone who reports a suspected violation or who participates in the investigation. Employees should be aware that the Code of Conduct Administrator and those assisting him or her are obligated to act in the best interests of USA Environment L.P., and do not act as personal representatives or lawyers for employees.
- Protection Against Retaliation - Retaliation in any form against an individual who reports a violation of this Code of Conduct or of law, even if the report is mistaken, or who assists in the investigation of a reported violation, is itself a serious violation of this policy. Acts of retaliation should be reported immediately and will be disciplined appropriately.



Where a matter concerns reports of a general operational or financial nature, a report may be made to an Executive Management member. Reports of irregularities concerning the functioning of the Executive Management members may be made to the CEO / President.

The Code of Conduct Administrator can provide contact information. Anonymous reporting is acceptable although not preferable since it can impede a full and fair investigation.

The Code of Conduct Administrator is:
The USA Environment L.P. - EH&S Department





**CODE OF CONDUCT
CERTIFICATE OF ACCEPTANCE**

I acknowledge that I have read and understand the contents of this code of conduct

I hereby accept the USA Environment L.P. Code of conduct and associated policies, procedures as well as company standards and other guidelines.

I will ensure that all my current and future activities as an employee of USA Environment L.P. is conducted according to the rules and regulations of the company.

I understand that my failure to comply with the USA Environment L.P. Code of conduct may result in disciplinary action and might lead to the termination of my employment with the company.

I understand and agree that this certificate of acceptance will be placed on my personal record.

NAME (please print):.....

SIGNATURE:.....

DATE:.....