



Chief Executive Officer's Safety Philosophy

1. Our goal is to have zero preventable accidents and occupational health injuries in the company. The overall objective is to provide a work environment free from recognized hazards that have the potential to cause physical harm or death.
2. Providing a safe and healthful environment is a joint responsibility of both the management and the employees. The management is responsible for ensuring the resources and protocols for an effective program, but it is the involvement and participation of the employees that ensures success. The employees will be expected to:
 - a. Comply with safety standards, rules, and regulations issued by the Safety and Compliance Officers and management.
 - b. Use safety equipment, personal protective equipment, other devices, and procedures as required to ensure their safety.
 - c. Conduct a risk management assessment each day. The assessment consists of five steps: 1. Identify the hazards, 2. Assess the hazards, 3. Develop controls, 4. Implement the controls, 5. Supervise and evaluate the effectiveness of the controls.
 - d. Immediately stop any activity that could result in an injury or illness, to you or a co-worker, and report your concerns to your supervisor or the Safety and Compliance Officers.
 - e. Ensure you know how to read and understand Safety Data Sheets (SDS).
 - f. All new employees will receive a safety orientation within 30 days of being hired and receive more specific safety training from their supervisor.
 - g. Ensure you are in compliance with all Department of Transportation and Hazardous Material Regulations before getting behind the wheel.
 - h. Participate! In the Safety Committee, in site safety inspections, in risk assessments, and in any other safety activities that interests you, and provide constructive feedback on how to improve safety within the company. Your input will make our safety program better!

