

Ergon Family of Companies **SAFETY COMMITMENT**

We believe that all injuries, occupational illnesses, and safety-related incidents are preventable at work and at home. Therefore, the Ergon family of companies is committed to building a culture in which there are zero injuries, occupational illnesses, or safety-related incidents and where all employees go home healthy and whole every day.

To help us achieve this commitment:

- We **provide** leadership for health and safety
- We **communicate** with each other about health and safety before starting any activity
- We **stop** work anytime you have a question or concern about the safety of a particular activity
- We **follow** all health- and safety-related policies and procedures
- We **perform** tasks in accordance with training provided
- We **report** all injuries and incidents

The Board of Directors, Chief Executive Officer, and Chief Operating Officer will remain knowledgeable about health and safety issues within the Ergon family of companies and ensure that actions are implemented to achieve this commitment.

Management at each location is responsible for leading, educating, and training employees to understand and comply with this commitment and applicable health and safety laws.

All employees and contractors working on behalf of the Ergon family of companies are responsible for complying with this commitment and applicable health and safety laws.

Everyone must take ownership of his or her individual role in this safety commitment and work together to protect each member and guest of the Ergon family.

Working together, we can achieve our commitment to building a safety culture where we have zero health and safety incidents and everyone goes home healthy and whole every day.
