



SAFETY POLICY STATEMENT

The foundation for every decision we make is based on five core values, of which Safety is number one. Simply stated, we believe if you cannot do it safely, don't do it. To support this, we have developed a comprehensive safety program that addresses our specific safety concerns and provides guidance for the performance of individual job tasks within the framework of appropriate Occupational Safety & Health Administration (OSHA) standards.

Safety takes a commitment from every employee in the Company and begins with our leadership team. Training is performed by individuals who have experience with our business, processes, policies and procedures. It is interactive with participants given an opportunity to actively participate, ask questions, make suggestions, and refer to our written policies and procedures. We strive to provide a work environment that is inherently safe, where every employee returns home to their families safely every day.

Safety training needs are identified by continual reassessment of our work methods, equipment and job sites conditions. In addition, we encourage feedback from our employees so that any unsafe acts can be addressed immediately. Every employee is empowered to stop work and notify their Supervisor should a safety or health risk arise so that corrective action can be taken.

Safety requires not only that each person understand and perform individual tasks in a safe manner, but also that each individual is aware of his surroundings and is actively involved in the safety of their coworkers.

This Safety Policy Statement is provided to all employees, posted on our website, and prominently displayed in our offices and shop areas.

A handwritten signature in black ink, appearing to read 'Michael W. Harlan', written in a cursive style.

Michael W. Harlan
Chief Executive Officer