

SAFETY DECLARATION STATEMENT

OUR COMMITMENT TO EMPLOYEE-OWNERS.

Protecting our people is our top priority. Employee-owners will be kept safe through training, provision of appropriate work locations and equipment, and health and safety procedures. We keep the Safety Management Program in mind during all the work we plan. We are committed to the safety of our employee-owners. No duty, no matter what, will be deemed more important than employee-owner health and safety. We are committed to preventing unforeseen risks and educating employee-owners on how to respond when accidents happen.

We value our employee-owners as human beings. They are vital to the success of their family, the community, and the Company. Employee-owners are expected to report any unsafe work practices or safety hazards encountered on the job. Size doesn't matter when it comes to safety. All accidents/incidents are to be immediately reported to the supervisor on duty.

A key factor in implementing the Safety Management Program will be strict compliance with all applicable federal, state, local, and company policies and procedures. Failure to comply with these policies may result in disciplinary actions.

THE SAFETY MANAGEMENT PROGRAM GOES
HAND-IN-HAND WITH OUR COMPANY VALUES: THE 5PS.
THESE VALUES ARE WHY WE ARE COMMITTED TO SAFETY.



P PEOPLE
P PURPOSE
P PARTNERSHIP
P PASSION
P PERFORMANCE

SAFETY PRINCIPLES:

- 01** All accidents are preventable through the implementation of effective health and safety control policies and programs.
- 02** Health and safety controls are a major part of our work every day.
- 03** Accident prevention is good business. It minimizes human suffering, promotes better working conditions for everyone, holds in higher regard with customers, and increases productivity. This is why we will comply with all health and safety regulations.
- 04** The Company is committed to allocating and providing all of the resources necessary to promote and effectively implement this Safety Management Program.
- 05** Employee-owners are responsible for following safe work practices and company policies, and for preventing accidents and injuries. Management will establish lines of communication to solicit and receive comments, information, suggestions, and assistance from employee-owners where health and safety are concerned.
- 06** Management and supervisors will set the tone with good attitudes and a strong commitment to health and safety in the workplace. To this end, management must monitor company health and safety performance, work environment, and conditions to ensure that Safety Management Program objectives are achieved.
- 07** Our Safety Management Program applies to all employee-owners and any subcontractor, supplier, or client personnel affected or associated in any way by the scope of our business. Everyone's goal must be to constantly improve safety awareness and prevent accidents and injuries.



TEAMWORK MAKES THE DREAM WORK

ALL EMPLOYEE-OWNERS MUST BE INVOLVED AND COMMITTED TO SAFETY

This must be a team effort. Together, we can prevent accidents and injuries. Together, we can keep each other safe and healthy in the workplace.

Tim Paulson
Co-Chief Executive Officer

Robert Gillis, PE
Co-Chief Executive Officer