CLEAVELAND / PRICE INC.
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In this policy, you will find:

- ✓ A summary of Cleaveland Price Inc.'s safety and industrial hygiene program
- ✓ Your responsibilities for safety and industrial hygiene

1. POLICY

Our core philosophy is that our employees safety is our number one priority and that Cleaveland / Price Inc. is built around a culture of caring. To support this, Cleaveland / Price Inc. is committed to:

- Providing safe and healthy working conditions for the prevention of work related injury and illnesses.
- Continual improvement of the safety and health process.
- Participation of workers through engagement.
- Complying with legal and other requirements.
- Eliminating hazards and reducing work related health and safety risks.

2. APPLICABILITY

All Cleaveland / Price Inc. Employees

3. PROGRAM STRUCTURE

PERSONAL RESPONSIBILITY: Cleaveland / Price Inc. promotes safety and industrial hygiene management as a core value by conducting operations, engineering and maintenance functions in a safe manner and recognizing that the accountability and responsibility for safety and industrial hygiene management extends from each individual employee to Company Officers and the Board of Directors.

EMPOWERED LEADERSHIP: Cleaveland / Price Inc. equips managers and supervisors with safety and industrial hygiene responsibilities and provides knowledgeable support from safety and industrial hygiene professionals.

BUSINESS INTEGRATION: Cleaveland / Price Inc. integrates safety and industrial hygiene processes as essential elements in all business functions by establishing and maintaining proactive initiatives, leading indicators and adequate resources for implementation and program maintenance.

THIRD PARTY REQUIREMENTS: Cleaveland / Price Inc. requires its contractors and suppliers to conduct their business activities consistent with this policy and in accordance with all Cleaveland / Price Inc. local, state and federal requirements.

4. PROGRAM ELEMENTS

Cleaveland / Price Inc.'s safety and industrial hygiene program will:

- Establish safety goals, measure performance, and communicate those goals and performance to all employees.
- Conduct safety and industrial hygiene audits and initiate sustainable corrective actions when required.
- Assess job task and process hazards that have the potential to cause adverse safety and industrial hygiene

issues and either eliminate those hazards or reduce the risk of harm.

- Develop Safety Job Procedures with the input of employees and provide proper training on such procedures.
- Safety Committee assembles monthly to discuss safety concerns and issues within our facility. Additionally, this team executes targeted safety initiatives based on data related to our core processes.
- Measure and regularly assess compliance with legal, corporate and federal safety and industrial hygiene requirements.
- In the case of an employee or contractor being non-English speaking, limited-English speaking, or sensory impaired, Cleaveland / Price Inc. will ensure that an appropriate interpretation is provided to communicate the information contained in this policy.

5. EMPLOYEE RESPONSIBILITIES

As part of the safety and industrial hygiene program, you are responsible for all safety and industrial hygiene activity inherent in your work and you must:

- Be responsible for your own personal safety and those working around you. Leadership is accountable for the results.
- Know and understand the safety requirements as they relate to your work.
- Use sound judgement and be aware of existing and potential hazards to you and your co-workers.
- Integrate safety and industrial hygiene considerations into all aspects of your work.
- Report to supervisors any conditions you believe are unsafe.
- Always wear the appropriate PPE.
- Report incidents, injuries, and illnesses, as required.
- STOP and notify your supervisor if you feel unsafe performing any job, do not have the right training or do not have the right tools or equipment to perform the job safely.

Thank you for your continued support and cooperation.



Carl W. Heller, Jr.

President