



TO: All Tate Engineering Systems, Inc. Team Members

FROM: Tom Sinnott, Chief Operating Office & Chief Financial Officer

SUBJECT: Our Company Safety Culture

Safety is fundamental to our everyday culture and we are dedicated to operating and maintaining projects in a safe manner. We will actively demonstrate our commitment to protecting the safety and health of our team, our contractors, our clients and the people of the communities in which we operate. We will provide all the training and tools our team needs to create a safe environment; to minimize the possibility of injury; to protect the public and our clients from injury or loss as a result of our operations.

It is the policy of Tate Engineering Systems, Inc. to regard the requirements of the Occupational Safety and Health Act of 1970 (OSHA), EM 385, MSHA, and other federal, state and local safety, health and environmental laws, codes, regulations and standards, as minimum standards for our operations. The safety of our team, the public, and the protection of property are paramount. Safety will always take precedence over expediency.

Tate Engineering Systems, Inc. expects all team members to work diligently to prevent injuries, property damage, and incidents in general. We strive to proactively control the hazards that lead to losses through an aggressive loss control program focused on hazard awareness, hazard identification, and hazard reduction.

Management fully endorses the Safety Program and requires each supervisor and all team members to understand safe working procedures and commit to actively controlling hazards in the workplace.

As Chief Operating Officer, I will demand and support your sustained efforts to maintain safe working conditions and hazard awareness. Safety has a direct impact on profitability and our ability to grow by being qualified to work at the premier facilities in the region. Therefore, all managers, supervisors and team members must realize that safety is the responsibility of all our team and all departments. Safety is not an extra step in our process, it's how we do, what we do.

Sincerely,

A handwritten signature in black ink that reads "Tom Sinnott". The signature is written in a cursive, flowing style.

Tom Sinnott
Chief Operating Office & Chief Financial Officer
Tate Engineering Systems, Inc.

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