



SAFETY POLICY

It is the policy of Tate engineering Systems that all reasonable and practical efforts shall be made to provide a safe and healthful working environment for all our employees; to minimize the possibility of injury to our employees; to protect our assets from accidental losses; to protect the public from injury or loss as a result of our operations; and to protect the environment while completing our work.

In addition, Tate Engineering Systems regards 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 employees, the public, and the protection of property are paramount. When unusual circumstances arise and decisions must be made, safety will take precedence over expediency.

APPLICATION

This program applies to all Tate Engineering Systems' management, supervisory, office, and field personnel. Tate Engineering Systems' Safety Program applies to all Branch Offices and all jobsites.

In addition, when subcontractors and vendors perform work at our jobsites or facilities, they are required to adhere, as a minimum, to the policies, procedures and standards set forth in this manual. All subcontractors and vendors are expected and required to adhere to all laws, regulations and standards imposed by all authorities having jurisdiction.

OBJECTIVE

Tate Engineering Systems' objective in developing and implementing this program is to furnish each employee through education, motivation, and monitoring, a place of employment which is free from recognized hazards and practices that are causing or likely to cause serious harm.

RESPONSIBILITY

Tate executives/directors shall evaluate safety performance on a continuing basis by comparing the following criteria with current industry averages:

- Experience Modification Rate
- Number of injuries/illnesses requiring medical attention;
- Number of Lost Workday Cases; and
- Number of Lost Workdays.

Additionally, the Company's ability to continually meet our customers' safety qualification requirements shall be an informal basis for evaluating the implementation of this program.



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Assignments of responsibility are as follows:

Management shall:

- Conduct pre-job/pre-task planning for every new job or task;
- Establish safe work rules;
- Provide all workers with appropriate safety and health training;
- Provide personal protective equipment as required;
- Record and report job related injuries and illnesses as required;
- Implement Tate Engineering Systems' disciplinary action policy;
- Provide incentives for workers to perform their work tasks safely;
- Implement Tate Engineering Systems' substance abuse and drug testing program;
- Investigate accidents and reported close call incidents;
- Address the most common hazards in service work on a continuing basis;
- Encourage worker participation in establishing safe work practices;
- Obey all established safe work rules;
- Participate in safety orientation training sessions;
- Promptly address all unsafe or unhealthy acts or conditions they observe or are reported by any employee;
- Not report to work under the influence of alcohol or drugs; and
- Not have alcohol or illegal drugs in their possession.

Workers shall:

- Obey all established safe work rules;
- Maintain a heightened sense of safety awareness;
- Use and maintain all personal protective equipment issued to them;
- Attend and participate in all safety training sessions;
- Immediately report any unsafe or unhealthy acts or conditions they observe;
- In the event of an injury, accident, or property damage, report it within 5 minutes to your Branch Service Manager and HR Director.
- Not report to work under the influence of alcohol or drugs; and
- Not have alcohol or illegal drugs in their possession.