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## SAFETY POLICY

It is the policy of Performance Insulation Contractors, Inc. to work continually toward improvement of workplace safety as well as safety policies and procedures. It is the intent of the Company to provide a safe and healthful work environment, in all areas, for all employees. Therefore, safety will take precedence over expediency and/or shortcuts. Every attempt will be made to reduce the potential for accident occurrence. Protection of employees, the public, company property and equipment is paramount. Management considers no phase of work more important than the safety and health of our employees.

Employee safety and health are to be the first consideration of the operation of business. Safe practices on the part of our employees must be part of all operations. Employees must understand their personal responsibility for the prevention of accidents and injuries on and off the job. Accident prevention and effective productivity go hand-in-hand.

**ALL INJURIES CAN AND SHOULD BE PREVENTED!!!**

It is the Company's requirement that all safety, health and environmental rules be strictly adhered to at all times. If a rule has been omitted and overlooked, it does not excuse carelessness or lack of common sense in the performance of job duties.

All employees are expected to cooperate to their fullest extent. Abuse of, or disregard for, safety is a violation of Company policy and will be treated accordingly. Employee assistance in preventing accidents and incidents is a requirement of all employees. We must all strive to make our company completely accident free.

Management will continue to be guided and motivated by this policy, and with the cooperation of all employees, will actively pursue a safer working environment throughout the Company.