

At Michels, we uphold the safety and health of our employees, contractors, the public, and our customers, as well as our responsibility to the environment as our highest Core Values. This dedication and relentless commitment to ensuring the health and safety of our employees, contractors, the public and our customers is exclusively in the name of safety.

For one another, it is our philosophy that a high regard for safety and quality and sound environmental performance are key indicators of organizational excellence, and therefore, they are incorporated into our business process. Each person who works for Michels is responsible for ensuring that safety and quality are always the top priority.

**Michels Safety and Health Policy**

- Michels is committed to providing a safe and healthy work environment for all employees, contractors, the public and our customers.
- Michels will not tolerate any unsafe or unhealthful practices, conditions, or activities that could result in injury, illness, or death.
- Michels will provide the necessary resources, training, and information to ensure that all employees, contractors, the public and our customers are safe and healthy.
- Michels will investigate all incidents, accidents, and injuries to determine the cause and prevent recurrence.
- Michels will provide a safe and healthy work environment for all employees, contractors, the public and our customers.



Having a safe and healthy workplace is a team effort - we need your active involvement, cooperation and personal commitment to safety. Keep your eyes open for unsafe conditions and report them immediately. We welcome any reports, comments or suggestions.

Together, we can reduce the number of accidents and injuries! To truly live by our promise, we must all be committed to safety in the workplace.

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Patrick D. Michels - President and CEO, Michels Corporation

11/24

Service President of HSEQ

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