



SAFETY POLICY AND PROCEDURES

2022 NORPAC Safety Policy

Purpose:

- ◆ To ensure the health, safety, and well-being of all employees, contractors, suppliers, and visitors while working or visiting at NORPAC.
- ◆ To help in achieving our vision of an injury-free and pain-free workplace.

Policy:

- ◆ The primary objective of NORPAC's safety policy is the prevention of injury and illness at work. NORPAC will promote the health and well-being of our employees.
- ◆ As we conduct our business we will:
 - Operate in full compliance with all applicable federal, state, and local codes and regulations.
 - Establish and support procedures and rules that promote health and safety of people and our operations.
 - Treat injured employees with dignity and respect.
 - Provide the best medical treatment for workplace injury and illness.
 - Maintain a workplace absent of the effects of alcohol and other drugs.
 - Immediately report all injuries, potential injuries, equipment damage, and unsafe conditions.
 - Identify and assess at risk conditions and behaviors for the purpose of accident prevention.
 - Cooperate fully and honestly in safety investigations and the development of corrective actions associated with safety incident follow-up.
 - Establish, communicate, and utilize best practices.
 - Ensure we are trained and knowledgeable.
 - Follow safety rules and insist on safe methods and practices at all times.
 - Audit safety processes to make sure they are being used and are effective.
- ◆ To achieve our vision, we will:
 - Provide leadership and empower teams to create and maintain a safe and healthy work environment and inspire a passion for the prevention of injuries.
 - Actively care for one another by intervening when an employee is at risk and integrate a "safety first" perspective when training each other.
 - Positively reinforce the safe behaviors of individuals and teams and recognize individuals and teams for exceptional safety performance.
 - As individuals we accept responsibility and accountability for our personal safety and for our teammates.

This Policy Applies to:

- ◆ Everyone at NORPAC (NORPAC Employees, Contractors, Suppliers, Vendors, and visitors).

Three handwritten signatures in black ink. From left to right: Rob Buckingham, Carey Anneberg, and Jim Emery.