

THE

STEBBINS

ENGINEERING AND MANUFACTURING COMPANY

363 Eastern Boulevard
Watertown, New York USA 13601-3194



Phone: +1 (315) 782-3000
Fax: +1 (315) 782-0481

www.StebbinsEng.com

HEALTH AND SAFETY POLICY

Because accidents and injuries are disruptive to an organization's lifestyle and detrimental to our company's success, it is imperative that we are ever mindful of safety in all we do. To help accomplish the goal of an injury-free work environment, the following statement of our commitment to health & safety has been adopted at STEBBINS:

STEBBINS is committed to sending all employees and sub-contractors, home safe and healthy every day. We will achieve a culture of safety excellence through the leadership, commitment and involvement of all company managers. We will always strive to obtain zero injuries by reinforcing safe work behaviors and watching out for each other.

STEBBINS has the following expectations for safety:

- ✓ Occupational injuries and illnesses are preventable.
- ✓ Every operation and process of our business shall maintain compliance with all laws and regulations regarding Health & Safety, as well as STEBBINS safety policy and procedures.
- ✓ Management must assess and ensure occupational Health & Safety practices and programs are appropriate to support success.
- ✓ Safety training is required for everyone.
- ✓ Unsafe behaviors, conditions and events must be reported.
- ✓ **Working safely is a condition of employment.**
- ✓ We look out for each other.

To assist in implementing this policy, STEBBINS has developed specific Health & Safety Programs. These programs provide the foundation for maintaining compliance with all laws and regulations pertaining to our internal expectations for safety performance and, most importantly the well-being of all our employees.

A handwritten signature in cursive script that reads "Alfred E. Calligaris".

ALFRED E. CALLIGARIS, PRESIDENT

1 January 2021