

Midland Engineering Co., Inc.

CORPORATE HEALTH & SAFETY POLICY STATEMENT

PURPOSE

To publish our safety policy, this outlines our steps to achieve the safest conditions possible on the job site.

RESPONSIBILITY

The Safety Director for Midland Engineering is Barton L. Norville This program Corporate Safety and Health Program serves as our guideline for safe work practices and successful operations. There are many things management and employees can do in to prevent accidents. Safety is everyone's responsibility.

Ownership and upper management: Implement and support policies and procedures by assisting in the enforcement of the guidelines set forth in our Safety and Health Program. Management is tasked with funding and facilitating training and certifications for the employees.

Foremen: Ensure risk assessments are done and ensure risk reduction methods are identified and implemented. While working, supervise actions to ensure proper safety measures are practiced. Use the toolbox briefing to bring out safety issues and improve safety awareness on and off the job. The Foreman is responsible for what does and does not happen on the job site. He has the greatest influence for the largest part of our work force. Support at the Foreman level for safe work practices is the key for our success.

Individuals: Everyone is a safety officer. Individual workers need to ensure they are taking the proper safety precautions to prevent accidents. Some of these include: wearing hearing protection, wearing eye protection, proper hydration, wearing the specified required PPE for the job, and reduction of lift loads and/or techniques to protect employees. Individuals need to conduct risk assessments of their activities. Safety, again, is everyone's responsibility and usually accidents happen when individuals know they are taking a chance. If a hazard is noticed it is to be reported immediately. The supervisor will ensure the hazard is removed or proper risk management mitigation is implemented. Be Safe and think before you act.

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RISK MANAGEMENT

Risk Management, Inspections, and checklists are tools for identifying hazards and mitigating potential accidents from taking place. Implementation of the following list is standard operating procedure for all Midland Engineering operations.

Site specific Safety Plans ensure the proper attention is given to the unique challenges each job can present. Managers and directors are charged with the initial identification of foreseen hazards and developing a plan to communicate these challenges to all levels of leadership within the operation.

Risk Management and Assessment further assist management with hazard identification. The risk management worksheet allows the Company to effectively mitigate and control potential accidents and assign ownership to safety to all levels of employment.

Safety Briefs are used to remind workers of the risk that exist on and off work. The safety brief should follow the format below.

- 1) Follow designated weekly and monthly safety audits
- 2) Toolbox pre-work briefing include any safety alert messages
- 3) PPE inspection and reminder of proper wear
- 4) Discrepancies and solutions to fix or improve infringements
- 5) Review risk management worksheet with all employees
- 6) Facilitate any questions or concerns from your employees

Safety Precautions for after work: Too many times workers take the right safety precautions during work only to recklessly risk their life during after work activities.

- Foremen: need to ensure safety is stressed during all activities. Setting the example is the preferred method.
- All employees can identify problems and ensure serious problems are dealt with prior to an accident occurring. The problem of others may become everyone's problem.

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People are our most valuable asset, and the safety and welfare of all Midland Engineering Co., Inc. employees is our first concern.

Legal and industrial safety standards, codes, protective equipment and devices, and normal good safety practices are just minimum requirements. Midland Engineering Co., Inc. will take every possible step to insure the maximum safety of each employee.

We can only accomplish this through a well-planned, company-wide safety program, one in which every officer, manager, and employee is personally responsible for, and committed to, reporting and correcting hazardous conditions and unsafe work procedures which can cause personal injury or damage to property and equipment.

Every accident is unnecessary and represents a loss to the employee and to the company; not only in lost wages, but also in human suffering and lost productivity.

While the ultimate success of a safety and health program depends upon the full cooperation of each individual employee, it is management's responsibility to provide a safe environment in which to work. Health and safety must be considered an integral part of quality control, cost reduction and job efficiency. Every supervisor will be held accountable for the safety performance demonstrated by employees under his or her supervision.

Our objective is to eliminate all accidents and injuries. This is not easy, and will take a positive attitude, hard work and the cooperation of all employees, supervisors, managers and officers.

Therefore, our Health and Safety Program shall be interwoven into every phase of the business and will be enforced uniformly, consistently and swiftly.

Midland Engineering Co., Inc. President

Midland Engineering Co., Inc. Safety Director