



Norkol' s Safety Policy

Purpose:

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

Leadership Safety Philosophy:

- The leadership team is commitment to creating and maintaining a safe and healthy work environment by actively caring for our employees. When an employee sees another employee at risk, he/she will intervene and approach the employee with a “safety first” perspective.

Policy:

The primary objective of this safety policy is the prevention of injury and illness at work. Norkol will promote the health and well-being of our employees. We expect all employees, vendors, and contractors to follow these policies and procedures.

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.

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