



MICHELS HEALTH, SAFETY, ENVIRONMENTAL, AND QUALITY POLICY STATEMENT

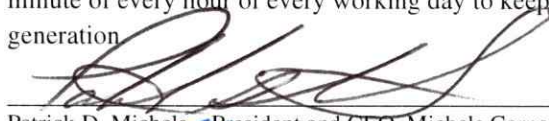
At Michels, we regard the safety and health of our employees, contractors, the public, and our customers, as well as our responsibility to the environment, as our highest Core Values. This dedication and relentless commitment to ensuring the health and safety of our people and the public isn't exclusively limited to the work we are performing, but also applies to the potential impact we have on the environment, and the safe transport of our team members and equipment on the roadways. Creating a safe and environmentally-friendly workplace is more than just the right thing to do – as responsible, caring individuals, we feel we have a moral obligation to look out 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 at Michels is critically important to us and to our operations. Our success with customers, and consequently the overall success of this business, depends upon the individual – his or her personal skills, energies, and contributions. At the same time, we should be concerned and supportive of each other. We are committed to excellence in implementing Health, Safety, Environmental and Quality (“HSEQ”) standards that not only comply with regulatory and legislated requirements, but also protects the safety and well-being of our employees and others involved-in, or potentially affected-by our operations. It is our mission to continually strive toward improving the safety of the workplace to ensure our people are able to safely return home to their families each and every day, and to protect the public and the environment from harm associated with our work.

Additionally, Michels subscribes to the following principles:

- Excellence in Health, Safety, Quality and Environment are **CORE VALUES** at Michels, and they must never be compromised.
- Our commitment begins by demonstrating visible and active leadership that engages employees and service providers to manage health, safety, environmental and quality performance.
- We demonstrate and promote our commitment daily by working safely and by using our “Mi-Promise” by speaking-up when we observe something that is potentially unsafe or hazardous - on and off the job.
- We believe that most accidents are preventable through implementation of effective health, safety, environmental and quality control policies and programs. Thus, health, safety, environmental and quality controls are major components of our daily work.
- Regardless of position within our organization, each and every one of us is not only responsible and accountable for our own personal safety, but also for the wellbeing of others. Management is responsible for providing a safe and sound workplace for our people, and for exploring innovative ways to reduce our impact on the environment.
- All employees are responsible for following safe work practices, company rules, and for preventing accidents and injuries...up to and including the utilization of our “Stop Work Promise” when situations arise that may be unsafe or hazardous. Thus, working safely is a condition of employment!
- Employees must at all times, comply with the HSEQ requirements of the applicable governing agency and will be held accountable for such compliance in accordance with the Michels and/or customer disciplinary action plan.
- Our Leaders must ensure a work environment exists in which our people feel free to raise HSEQ and security concerns without fear of retaliation.
- Management must continually monitor safety and work performance, working environment compliance and conditions to ensure that HSEQ objectives are achieved.
- Each of us welcomes being coached for safety, and we accept safety coaching willingly and without becoming defensive or offended.

Your active involvement, cooperation and personal commitment to safety is essential! Keeping a safe and healthy workplace is a team effort - we need you on this team and welcome any helpful comments or suggestions.

Together, we can make the difference! Together, we CAN prevent accidents and injuries! To truly succeed, we must work every minute of every hour of every working day to keep each other safe in the workplace and our environment preserved for the next generation


Patrick D. Michels – President and CEO, Michels Corporation

1/11/24
Date


Sean O. Nicholson – Vice President of HSEQ

1-11-2024
Date