

The Flexitallic Group Safety Policy

Our Mission:

Making the World Safer and Cleaner through Engineered Sealing Solutions

Our Safety Culture

Safety is a core value in accomplishing the mission of The Flexitallic Group. Safety takes precedence over expediency. Employee safety and health are to be the foremost consideration in the operation of our business. Safe practices on the part of our employees must be incorporated in all operations.

We will make every reasonable effort to reduce the potential for accident occurrence. Protection of employees, the public, our equipment, our property and any customer's property is paramount. Management considers no phase of work more important than the safety and health of our employees.

It is our policy and practice that all safety, health, and environmental rules be strictly adhered to at all times. If a rule has been omitted or overlooked, it does not excuse carelessness or lack of common sense in the performance of job duties.

Employees must understand their personal responsibility for the prevention of accidents and injuries on and off the job. Accident prevention and effective production go hand-in-hand.

Behavioral Approach

Behavior is the main factor for the prevention of accidents. We believe every time an accident occurs, the root causes can be traced to someone's behavior. We have implemented policies and programs that encourage employees to engage in dialogue with their peers and management about safe and at risk behaviors.

We expect and require proactive communication and education among our employees, management, contractors, and other stakeholders regarding our safety policies, identifying risks and reducing them in our workplace.

Safety is a team effort. We will provide safety training to all employees. If you are not sure of how to perform a task safely, stop and ask a qualified person for guidance or help.

Reporting of Incidents

Every injury must be reported immediately to your supervisor, management or human resources. Even a slight cut or strain injury must be reported immediately. Serious injuries that require emergency medical care must be reported to management immediately after emergency care has been provided.

Unsafe conditions should be reported immediately, regardless of whether there is an incident or injury.

All accidents will be thoroughly investigated. Employees must cooperate with management during any accident or injury investigation.

Provision and Use of Personal Protective Equipment

We will provide our employees and others who may be exposed with appropriate and effective personal protective equipment (PPE). **The use of PPE is not an option, it must be worn for your own safety.**

Continuous Improvement

We will work continually toward improvement of workplace safety as well as our safety policies and procedures. It is our intent to provide a safe and healthful work environment, in all areas, for all employees, customers, vendors and other visitors. Accidents and injuries are prevented by controlling the work environment and actions of employees.

Abuse of, or disregard for, safety is a violation of this policy and will be treated accordingly. Assistance in preventing accidents and incidents benefits not only yourself, but also your fellow employees.

Management will continue to be guided and motivated by this policy, and with the cooperation of all employees, will actively pursue a safer working environment throughout The Flexitallic Group.

ALL INJURIES CAN AND SHOULD BE PREVENTED