



Safety Policy

The personal health and safety of each employee of Karson Builders Inc. is of primary importance. The prevention of occupationally induced injuries and illnesses is of such consequence that it will be given priority over operating productivity where necessary. To the greatest degree possible, management will provide all mechanical and physical facilities required for personal health and safety of all, as well keeping with the highest standards possible.

We will maintain a Health and Safety program conforming to the best practices of organizations of this type. To be successful, such a program must start with proper attitudes toward injury and illness prevention on the part of both supervisors and employees. It also requires cooperation in all health and safety matters, not only between supervisor and employee, but also between each employee and everyone on our sites. Only through such a cooperative effort can a safety program for all employees be established and preserved in the best interest of the Health and Safety program that will reduce the number of injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing, the best experience of operations similar to ours. Our goal is zero accidents/injuries.

Our Health and Safety program will involve:

- Providing mechanical and physical safeguards to the maximum extent possible.
- Conducting a program of health and safety inspections to find and eliminate unsafe working conditions and practices, to control health hazards, and to comply fully with the health and safety standards of every job.
- Training all employees in good health and safety practices.
- Providing necessary personal protective equipment and instruction for its use and care.
- Developing and enforcing health and safety rules and requiring that employees cooperate with these rules as a condition of employment.
- Investigating every accident, promptly and thoroughly, to find out what caused it and to correct the problem so that it will not happen again. This company is committed to preventing the accidental loss of any of its resources, including employees and physical assets.

All employees will be equally responsible for minimizing accidents within our facilities. Safe work practices and procedures will be clearly defined in the Company Safety Manual for all employees to follow.

Accidental loss can be controlled through good management in combination with active employee involvement. Safety is the direct responsibility of all managers, supervisors, and employees.

All management activities will comply with safety requirements as they relate to the planning, operation and maintenance of facilities and equipment. All employees will perform their jobs properly

in accordance with established procedures and safe work practices. Karson Builders Inc. is committed to a strong safety program that protects its staff, its property and the public from accidents.

Karson Builders Inc. recognizes the right workers have to work in a safe and healthy environment. Employees at every level, including management, are responsible and accountable for the company's overall safety initiatives. Complete and active participation by everyone, everyday, in every job is necessary for the safety excellence the company expects. The management supports the coordination and cooperation of all workers concerning safety on the job site.

The management will train all employees in the program and provide proper equipment, and company procedures in order for all to work in a safe environment. Employees are responsible for following all procedures, working safely, and, wherever possible, improving safety measures. An injury and accident free work place is our goal. Through continuous safety and loss control efforts, we can accomplish this. We recognize that the responsibilities for health and safety are shared by all.

Karson Builders Inc. accepts the responsibilities for leadership of the health and safety program, for its effectiveness and improvement, and for providing the safeguards required to ensure safe conditions. Supervisors are responsible for developing the proper attitudes toward health and safety in themselves and in those they supervise, and for ensuring that all operations are performed with the utmost regard for the health and safety of all personnel involved. Employees are responsible for wholehearted, genuine cooperation with all aspects of the Health and Safety Program, including compliance with all rules and regulations, and for continually practicing safety while performing their duties. Due diligence is of the highest priority. Every employee has the "right to refuse" when a task is considered to be dangerous and has the potential to cause injury. This also includes the "working alone" compliance, and everyone on our sites must have some form of communication to ensure contact should the need arise.

Signature of Management	Date