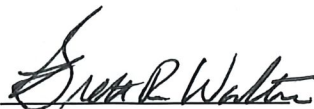
	W. Soule Safety Management System		Doc Identifier:	CSM
			Initial Issue Date:	1/17/2014
CSM – SAFETY & OCCUPATIONAL HEALTH POLICY			Revision Date:	1/4/2021
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W. Soule will continually strive toward the elimination of personal injuries, occupational illnesses and damage to equipment and property in all of its operations; the protection of the general public whenever it comes in contact with the Company's work; and the prevention of pollution and environmental degradation. There are three sound reasons for this:

1. The elimination of human suffering, due to disabling injury or loss of life, is a moral goal and one we all must strive to achieve.
2. An exemplary safety and health record indicates superior management and a superior work force; it promotes business and contributes to the continuing growth and success of the Company.
3. Poor incident experience and pollution increase costs, contribute to deterioration in job performance, and reflect negatively on W. Soule.

Safety & occupational health must never be sacrificed. Our management and field supervision plan safety into each work task in order to avoid preventable occupational injuries or illnesses. Each supervisor must be personally concerned with the performance demonstrated by the employees relating to these elements under his or her supervision.

The ultimate success of the W. Soule safety & occupational health program depends upon the full cooperation of each individual employee. To that end, management is responsible for ensuring that applicable rules and procedures are established and enforced, and that effective educational programs are employed to the best advantage.



Brett Walters,
President, CEO



Donald W. Jackson,
Vice President, Risk Management



Kevin Waterstradt,
Vice President, Operations