



COMPANY POLICY

Revisions: formerly without document number assignment, approved by ACM 2019

DOCUMENT NUMBER: CP-1		REVISION:	
CREATED BY:	CREATION DATE:	APPROVED BY:	(RE-)APPROVAL DATE:
B. TARSHIS	5-1-23	E.J. MAKRIDES	5-11-23
TITLE: HEALTH AND SAFETY POLICY STATEMENT			

Health and Safety Policy Statement

We are committed to the health, safety and wellbeing of our employees, our customers and the communities in which we operate. We adhere to all our legal obligations and to the rules and regulations of federal, state and local agencies as applicable to our operations.

We depend crucially on the health of all our employees and to this end we provide comprehensive medical, dental, life and disability insurance. We provide first-class working space and specialized facilities (clean rooms, fume hoods, dry rooms, inert atmosphere enclosures, etc.) as needed, as well as specialized tools to minimize adverse operating conditions.

We depend on the safety awareness of each and every member of our community. All employees attend a general safety training within the first two weeks of hire, and annual refreshers on safety in the workplace thereafter. Training in specialized procedures and in the use of protective equipment is provided on an annual basis.

We promote employee engagement and suggestions concerning health and safety in the workplace.

All safety incidents are reported and investigated as needed in order to eliminate them in the future. We maintain an Open-Door policy at all levels. Managers are always accessible to staff and the CEO is accessible to managers and staff. Communication with the safety committee, whether by staff, managers or the CEO is direct and immediate.

The safety record of the Company over the last thirty years - no working days lost due to workplace injury- attests to our strong emphasis and ongoing focus on safety. We are committed to maintaining this record and continually improving the wellbeing of our employees, our customers, and our communities.



COMPANY POLICY

Revisions: formerly without document number assignment, approved by ACM 2019

DOCUMENT NUMBER: CP-1

REVISION:

CREATED BY:

CREATION DATE:

APPROVED BY:

(RE-)APPROVAL DATE:

B. TARSHIS

5-1-23

E.J. MAKRIDES

5-11-23

TITLE: HEALTH AND SAFETY POLICY STATEMENT

Annual Review/Revision History

Date	Approver Signature	Description/Notes	Revision (if changes made)
5-11-2023	<i>Elizabeth Halk</i>	Assigned document number/transitioned to HSE management system control	CP-1
5-7-24	<i>Elizabeth Halk</i>	NO CHANGE	CP-1