

ENVIRONMENTAL, HEALTH & SAFETY POLICY



FABCON IS COMMITTED to caring for our people as our most important asset. We believe that all accidents are preventable. Safety is a condition of employment at Fabcon therefore personal accountability for safe behaviors and actions is our top priority across the company.

We are committed to providing a safe, injury-free workplace by integrating safety into our daily business decisions and processes. We continuously focus on pre-planning and being proactive to head off incidents before they occur. To avoid potential reoccurrences all incidents and injuries are investigated and real-time learning is applied.

Engagement from senior leadership and management drives the effort behind this important Fabcon value. All employees are responsible for both their safety and the safety of those around them. To drive continuous improvement employee engagement and feedback is a critical element of the

overall environmental, health and safety program thus ensuring all ideas are collected and acted upon. We strive to recognize safe behaviors, safety accomplishments and great performance to nurture a positive safety culture. We actively promote a healthy lifestyle and encourage employees to proactively manage their personal health.

We will comply with all applicable regulatory and Fabcon Environmental Health & Safety (EHS) requirements across all operational functions and locations.

We will be a responsible member of the communities in which we live and work. Overall, we are committed to continually improving our EHS standards, culture and performance, and will transparently report our performance goals and metrics. We will continue to maintain appropriate controls, including periodic review, to ensure that this policy is being followed.

A handwritten signature in black ink, appearing to read 'Tom Kollm', written over a horizontal line.

PRESIDENT AND C.E.O.

A handwritten signature in black ink, appearing to read 'Randy Helg', written over a horizontal line.

DIRECTOR OF ENVIRONMENTAL, HEALTH AND SAFETY