



**QUALITY POLICY
MANUAL**

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No. QP425 Rev. 01

SAFETY POLICY

AUTHORIZATION

President

September 18, 2002

Name

Title

Date

At ConMet, the safety and security of our employees and guests are of vital importance. Injury or loss impacts each of our lives through lost wages, low morale, lost productivity and increased costs, and can dramatically impact the success of our business.

It is the intent of ConMet to comply with all laws. To do this, we must constantly be aware of conditions in all work areas that can produce injuries. No employees are required to work at a job they know is not safe or healthful. Your cooperation in detecting hazards and, in turn, controlling them, is a condition of your employment. You should inform your supervisor immediately of any situation beyond your ability or authority to correct.

We recognize that the responsibility for safety and health is shared:

ConMet accepts the responsibility for leadership of the Safety and Health Program, for its effectiveness and improvement, and for providing the safeguards required to ensure safe work conditions.

Supervisors and managers are directly responsible for job training of their workers. This includes proper procedures, work practices, and safe methods to do their jobs. Supervisors must enforce company rules and take immediate corrective action to eliminate hazardous conditions. They will not permit safety to be sacrificed for any reason.

Each employee, regardless of his or her position within the company, is expected to cooperate in all aspects of the Company's Safety and Health Program. Some major points of our company safety program require that:

- Employees shall report all accidents, hazardous conditions, or other safety concerns to their supervisor immediately.
- The required personal protective equipment shall be worn by all employees. There are no exceptions.
- Machines or equipment without adequate guarding or in questionable condition shall not be used. Report this equipment to your supervisor.
- Each employee has a personal responsibility for his or her own safety, as well as the safety of co-workers. If everyone does their part by doing what is necessary to ensure work place safety, we will all benefit.

Our objective is to provide a safe and secure environment for all employees. We need all of you to embrace this program, be an active participant, and accept your individual responsibility to ensure the program's success.

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