



**All Together, All In.**

### Management Commitment to Safety Policy

Kirby-Smith Machinery believes that practicing the highest safety standards should be embedded in everything we do to ensure the health and safety of our employees, vendor partners, and customers. We promise we will continue to build a culture where a safe working environment is the expectation, everyone holds themselves and each other accountable, and where zero accidents is the standard.

Kirby-Smith Machinery, Inc. is committed to providing employees with a safe work environment equipped with the proper tools, equipment, and materials to perform their responsibilities in a safe manner. We are dedicated to complying with all Federal, State, & local safety and health regulations. We expect our employees to match this commitment to work safe. When it comes to safety, our 1KS family must truly be "All Together, All In."

Our Cardinal Rules set down the expectations that we have for all employees, visitors, subcontractors, and third-party workers who work at or visit our sites:

- Seat belts are required in all vehicles, Equipment and/or forklifts.
- Hazardous energy control Lock Out/Tag Out must be followed.
- Operators must be trained and authorized to use equipment.
- Safety devices must not be removed, tampered with, or bypassed.
- Never work under a suspended load.
- Safety glasses are required in designated areas.
- Personal Protective Equipment (PPE) rules, applicable to a given task, must be adhered to at all times.

Management recognizes the importance of safety and considers this a primary responsibility. Employees and managers must cooperate to make this policy effective. By working together, we can make sure that our work environment continues to be productive and safe. Thank you for your commitment and assistance.

A handwritten signature in black ink, appearing to read "John Boyle".

A handwritten signature in black ink, appearing to read "J. Wells".

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