



CORPORATE OFFICE  
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January 1, 2023

**ABHE & SVOBODA, INC.  
SAFETY POLICY**

TO: ALL EMPLOYEES

The policy of this company is to provide a safe working environment, free of hazards and to provide excellent safety equipment and training to all employees. No employee will be required or allowed to work in unsafe conditions or perform unsafe tasks. Discrimination or retaliation against an employee for reporting unsafe working conditions or for refusing to work in an unsafe manner will not be tolerated. It is our goal to create a 1<sup>st</sup> Class safety culture that inspires a strong commitment of all employees that helps contribute to the overall success of our safety program.

Further, it shall be the policy of Abhe & Svoboda, Inc. to:

- Comply with Federal, state, local, and/or contract specific regulations governing the workplace safety.
- Take swift action in correcting, isolating, or controlling unsafe conditions or work practices.
- Strive for Zero accidents through engaged leadership and employee involvement in safety management.
- Hold each employee accountable for his or her individual safe actions.
- Encourage employees to inform their supervisor immediately when unsafe conditions or activities are present.

It is our philosophy that **safety, quality, and productivity** complement each other rather than interfere with one another.

Compliance with the Abhe & Svoboda, Inc. *Safety, Health, and Environmental Program* is required at all times.

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Gail Svoboda,  
President