



Safety Policy Statement

The personal safety of each employee of Champlain Specialty Metals is and always will be of primary importance to our company. Safety is an overriding responsibility that demands attention from everyone.

SAFETY IS EVERY PERSON'S JOB

It is the responsibility of all of us to create a safe working environment and insure safe performance in that environment.

THERE WILL BE NO JOB OR OBJECTIVE SO IMPORTANT THAT WE WILL RISK THE SAFETY & HEALTH OF ANY EMPLOYEE TO ACHIEVE IT

Supervisors will support this policy and will be responsible for the safety of employees in their departments, assuring that established safety procedures are observed.

As a condition of employment, all employees will support this policy by working safely and abiding by the established safety rules.

A handwritten signature in black ink, appearing to read 'D. Keifer', is positioned above the printed name.

David Keifer, President
January 2022