



SUBJECT: SAFETY POLICY

POLICY:

At RAFI North America, safety comes first. Through committed leadership, engaged employees, proactive hazard management, ongoing training, and continuous evaluation, we work to enhance safety performance every day—designing and producing products you can trust.

RESPONSIBILITIES

All Employees

- Work in a Safe Manner
- Participate and Take Ownership of Safety Processes
- Attend Training Courses Mandated by the Environmental Health & Safety (EHS) Department
- Follow Safety Rules Listed in the Employee Handbook & EHS Work Instructions
- Report Accidents, Near Misses, and Unsafe Working Conditions.

Team Leaders & Supervisors

- Enforce Safety Policy and Procedures
- Encourage Employees to Voice Safety Concerns

Environmental Health & Safety Department

- Identify and Communicate Hazards
- Develop Safety Controls and Assist Operations to Incorporate Safety into Processes
- Develop Job Safety Analysis
- Maintain Written Programs
- Administer Training Courses
- Implement Audit Program
- Facilitate Team Building With Involvement from the Safety Committee and Supervisors
- Conduct Program Review
- Monitor Regulatory Compliance

Management

- Provide Leadership
- Endorse Safety Policy and Procedures
- Empower Employees by Requiring Employee Ownership of Processes
- Participate in Program Review

APPROVED BY: Tihomir Tesic

President and CEO