**Safety and Health Policy**

The personal safety and health of every St. Louis Paving employee is of primary importance. The prevention of occupationally induced injuries and illness is of such consequence, that it will be given precedence over operating productivity. To the greatest degree possible, management will provide all mechanical and physical facilities required for personal safety and health, in keeping with the highest standards.

We will maintain a safety and health program conforming to the best practices of organizations of this type. To be successful, such a program must embody the proper attitudes toward injury and illness prevention on the part of management, supervisors, and employees. It also requires cooperation in all safety and health matters, not only between supervisors and employees, but also between each employee and his or her coworkers. Only through such cooperative effort, can a safety record in the best interest of all be established and maintained.

Our objective is a safety and health program that surpasses the best experience of other operations like ours. Our goal is **ZERO** accidents and injuries. Our safety and health program includes:

* Providing mechanical and physical safeguards to the maximum extent that is possible.
* Conducting a program of safety and health inspections to find and eliminate unsafe working conditions and practices.
* Training all employees in good safety and health practices.
* Providing necessary personal protective equipment and instructions for its use and care.
* Developing and enforcing safety and health rules; requiring that employees cooperate with these rules as a condition of employment.
* Investigating each accident promptly and thoroughly, to find the cause and identify ways to prevent it from reoccurring.

St. Louis Paving recognizes that the responsibilities for safety and health are shared:

* The President of St. Louis Paving is responsible for the leadership of the safety and health program, ensuring its effectiveness and improvement; and providing the safeguards necessary for a safe work environment.
* Supervisors and managers are responsible for developing and demonstrating the proper attitudes toward safety and health in themselves and in those they supervise; and for ensuring that all operations are performed with the utmost regard for the safety and health of all personnel involved, including themselves.
* Employees are responsible for wholehearted, genuine cooperation with all aspects of the safety and health program; including compliance with all rules and regulations and continuously practicing safety while performing their duties.

COVID-19 (Cononavirus) Pandemic and Seasonal Influenza (flu): In order to maintain a safe workplace, protect the health of employees/customers/visitors, and ensure the continuity of business operations: We ask that all employees cooperate in taking steps to reduce the transmission of communicable diseases in the workplace. Employees are reminded of the following:

* Stay home when you are sick.
* Wash your hands frequently with warm, soapy water for at least 20 seconds.
* Cover your mouth whenever you sneeze.
* Avoid people who are sick with respiratory symptoms.
* Clean frequently touched surfaces with a water diluted bleach solution (4 teaspoons per quart of water) or other antibacterial spray or wipe.