



Integrated Water Services is Committed to Exceptional Team Safety Performance

- Integrated Water Services, Inc. ("the Company") is committed to providing and maintaining a safe and healthy workplace for all its employees.
- It is the philosophy of the Company that safety performance is a key indicator of organizational excellence; therefore, safety must be incorporated into the everyday business processes of the Company.
- The Company will meet or exceed regulatory Health, Safety, and Environment (HSE) standards in all areas where we conduct business.
- Management will consider all employee suggestions for achieving a safer, healthier workplace through the organization of a Safety Council that includes employer and employee representatives who are responsible for recommending safety and health improvements and management techniques to be used in the workplace.
- The Company is fully committed to pursuing the highest product and service quality while holding safety as a core value that ensures no harm to people or the environment.
- The Company subscribes to the following key disciplines of safe project execution as its foundation for maintaining an injury-free work environment:

Goal:

- To protect our Workers, the Environment, our Assets, and our Reputation by targeting zero accidents

Leading Measures:

- Have a good plan, that
- Identifies and mitigates the hazards, and
- Stop Work when something is not right

Performance Expectations:

- Measure the safety performance of the team
- Maintain a compelling scorecard
- Motivate team members through risk and reward

Accountability:

- Set clear expectations
- Conduct training, coaching, observation, and continuous improvement

All Company employees are expected to participate in the safety program activities, including training, pre-job safety planning, wearing required personal protective equipment, attending safety meetings, reporting workplace hazards and unsafe work practices, and reporting near misses, incidents, and good catches.

Every employee of the Company has an obligation to stop unsafe acts from occurring or continuing. If you see a hazard, you own the hazard, and you are expected to eliminate or mitigate the hazard immediately!

A handwritten signature in black ink, appearing to read 'AJB', is located below the text.

Alexander J. Buehler
President & Chief Executive Officer

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Valid on day of printing only.