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Corporate Policy Statement

The management of Hurt & Proffitt, Inc. is committed to providing employees with a safe and healthy workplace. We have an obligation to preserve the human, physical, and financial resources of our company. In satisfying this obligation, worker safety and health will always remain a high priority. As such, this basic policy must be considered in every phase of our business including job planning, job setup, and performance. Accordingly, our principal objectives are to:

- Provide a work environment that is free of unmitigated recognized hazards.
- Comply with all laws that regulate employee safety, health, and our work environment.
- Recognize the priority of safety and health factors over purely economic considerations.
- Hold each employee accountable for the safe execution of all tasks assigned and full compliance with all environmental, safety, and health related procedures and training.
- Train our employees in safe and proper work procedures and required compliance with established procedures, policies, and practices.
- Provide comprehensive New Employee Safety Training to all new hires.
- Hire only those persons who demonstrate the capacity to comprehend and execute all tasks in a safe and healthful manner consistent with the policies and procedures of the company and the training and job instruction provided.
- Promote worker health and safety both on and off the job.
- Maintain leadership in safety and accident/incident prevention by continuously improving safety performance and work methods and procedures.

Management has the greatest impact and thus the greatest opportunity to influence and promote safe work practices among our work force. **The prevention of accidents/incidents requires everyone's concerted effort and daily attention. Everyone has equal authority and responsibility to take appropriate action to correct unsafe acts and/or conditions.**

A properly planned and executed job will eliminate the chance for losses and return benefits that satisfy needs in each of these areas:

- Health, Safety, & Work Environment
- Cost
- Quality
- Morale
- Production
- Customer Satisfaction

All employees will contribute to the company work environment, health, and safety program by following all policies and procedures, bringing unsafe conditions/acts to the attention of management, and recommending actions to improve the effectiveness of the program. Supervisors shall insist that employees observe and obey every policy and regulation necessary for the safe conduct of work and shall take such action necessary to obtain compliance.



Wiley "Bif" V. Johnson, III
Chief Executive Officer/President