

SAFETY CULTURE

ENVIRONMENTAL COMPLIANCE

WE PROTECT OUR ENVIRONMENT.

Whether it's to protect our people or our environment, safety is always our top priority. Doing the right thing is not only smart, cost-effective, and responsible—in many cases, it's the law.

JOBSITE HOUSEKEEPING

Maintaining a well-kept workspace helps us eliminate potential risks. We expect employee-owners to maintain good housekeeping on all projects.

SPCC PLANS

On projects and plant sites with large fuel storage, we will have spill prevention control and countermeasure (SPCC) plans in place. These plans detail and cover what to do should a spill take place. Employee-owners should be aware that these incidents could be a spill or uncontrolled release of oil, solvent, petroleum or other similar chemicals and substances.

ACCIDENTS HAPPEN

EVEN WITH THE MOST STRINGENT SPCC PLANS IN PLACE, A SPILL CAN HAPPEN. IF A SPILL OCCURS, REPORT IT TO YOUR SUPERVISOR AND SAFETY TEAM IMMEDIATELY.

PROJECT ENVIRONMENTAL COMPLIANCE

Some of our projects may have environmental plans—including stormwater, erosion control, wetland protection, and endangered and protected species requirements. These requirements are different by project. As employee-owners, we expect you to follow all environmental guidelines and help ESS be a good steward of our project sites and surrounding environments.

SAFETY DATA SHEETS

Some projects may require you to work with, around, or in proximity to different chemicals to perform our work. A safety data sheet (SDS) is a document that lists information related to occupational safety and health for the use of various substances and products. SDS information may include instructions for the safe use and potential hazards associated with a particular material or product, along with spill-handling procedures. ESS maintains SDS documents in a variety of places for your convenience. You can access them at the project site, shop site, trailer, office, or request one from the safety team. You can also call 800-451-8346 or 760-602-8703.

All employee-owners will receive an SDS sticker like this to place on their hardhats:



WORKPLACE VIOLENCE PREVENTION

WE BUILD A SAFE PLACE TO WORK.

To ensure a safe workplace and to reduce the risk of violence, all employee-owners should review and understand all provisions of our workplace violence policy.

PROHIBITED CONDUCT

The Company does not tolerate any type of workplace violence committed by or against employee-owners. Employee-owners are prohibited from making threats or engaging in violent activities.

This list of behaviors provides some (but not all) examples of conduct that is prohibited:

- Intentionally causing physical injury to another person
- Making threatening remarks
- Displaying aggressive or hostile behavior that creates a reasonable fear of injury to another person or subjects another individual to emotional distress
- Intentionally damaging Company property or property of another employee-owner
- Unlawfully carrying firearms or any other dangerous weapons while on Company premises, job sites, or premises leased or owned by the Company
- Committing acts motivated by, or related to, sexual harassment or domestic violence

REPORTING PROCEDURES

Any potentially dangerous situations must be immediately reported to a supervisor or the HR team. Reports can be made anonymously, and all reported incidents will be investigated. Reports or incidents warranting confidentiality will be handled appropriately, and information will be disclosed to others only on a need-to-know basis. All parties involved in a situation will be counseled, and the results of the investigations will be discussed with appropriate parties. The Company will actively intervene at any indication of a possibly hostile or violent situation.

INDIVIDUAL SITUATIONS

While the Company does not expect employee-owners to be skilled at identifying potentially dangerous persons, employee-owners are expected to exercise good judgment and to inform the HR team if any employee exhibits behavior that could be a sign of a potentially dangerous situation. Such behavior includes:

- Displaying overt signs of extreme stress, resentment, hostility or anger
- Making threatening remarks
- Showing sudden or significant deterioration of performance
- Displaying irrational or inappropriate behavior

DANGEROUS/EMERGENCY SITUATIONS

Employee-owners who confront or encounter an armed or dangerous person should not attempt to challenge or disarm the individual. Employee-owners should remain calm, make constant eye contact, and talk to the individual. If a supervisor can be safely notified of the need for assistance without endangering the safety of the employee-owner or others, such notice should be given. Otherwise, employee-owners should cooperate and follow the instructions given.

ENFORCEMENT

Threats, threatening conduct, or any other acts of aggression or violence in the workplace will not be tolerated. Any employee-owner determined to have committed such acts will be subject to disciplinary action, up to and including termination. Non-employee-owners engaged in violent acts on the Company's premises will be reported to the proper authorities and fully prosecuted.

WELL, THAT ESCALATED QUICKLY

IF A DANGEROUS OR EMERGENCY SITUATION ARISES THAT CANNOT BE DE-ESCALATED, EMPLOYEE-OWNERS MAY CONTACT EMERGENCY SERVICES BY DIALING 911.

SUSPICIOUS PERSON RESPONSE PLAN

WE ARE ALWAYS ALERT.

In the event that a suspicious person enters a job site or Company facility, all employee owners are to follow the procedures below.

IN THE FIELD

- If you suspect violence to be a possibility, or a situation escalates to violent behaviors, call 911.
- If possible, distance yourself and limit engagement from/with the threat.

IN THE OFFICE

- If you suspect violence to be a possibility, contact the front desk. This will allow them to take necessary precautions and execute proper protocols.
- Should the situation escalate to violent behaviors, call 911.
- If possible, distance yourself and limit engagement from/with the threat.

REMEMBER. IF YOU SEE SOMETHING SAY SOMETHING.