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Signatures on file

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United Performance Metals Safety Policy:

Our vision is to be the safest company in our industry and a recognized leader of workplace safety in the Nation by:

- Working toward a goal of zero injuries year after year
- Developing and maintaining a culture of zero tolerance for unsafe activities
- Continually measuring our performance by using

United Performance Metals management firmly believes that all accidents can be prevented. The safety of our employees, the public and our operation is paramount. Incidents resulting in personal injury and equipment/property damage cause needless suffering and waste. The efficiency of our operation can be measured by our ability to prevent accidents.

United Performance Metals believes that no job is so important that it cannot be done safely. You are responsible for your safety and that of your fellow employees. Remember that working safely protects our most important asset, YOU, the employee. Your responsibility is to recognize and report any unsafe act or condition immediately to management or responsible party.

United Performance Metals is committed not only to providing safe equipment and working conditions, but also to encourage safe work habits with all of our employees. We feel every employee must first be informed of the hazards in the workplace and the critical work activities necessary to perform the job safely and efficiently.

Therefore, every employee, regardless of position, is expected to demonstrate strong, inter-dependencies with fellow employees and supervisors to help each other perform our work safely. An individual's safety performance is as important as the quality and efficiency of their work and is part of every employee's total performance evaluation.

At each United Performance Metals location, the Operations Manager is responsible for implementing and administering our safety program and policy.

Our goal is zero accidents!