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|---|-------------|----------------------|---------------------------------|--------------|-----------|
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|   |             | <b>Safety Policy</b> |                                 |              |           |
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**HTNA is committed to promoting a safe work environment. Safety is every associate's responsibility and must be the top priority in all activities.**

## OUR COMMITMENT

The management and associates of HTNA are committed to keeping safety as the top priority in all activities. A safe workplace for all associates is critical to efficient and effective plant operations. HTNA protects our most important asset, the associates, by ensuring a safe place to work.

In keeping safety as a core element in our business culture HTNA must constantly address the following:

- **Plant Safety:** In our fast-paced production culture, it takes a constant commitment to safety to keep all associates safe. No matter the production demands or changes to the operations, there must remain the constant requirement that safety takes priority over all else.
- **Safety Training:** Keeping associates updated in safe methods of operations provides for a safe work environment that will add to productivity, efficiency, and consistency in all areas of operations. All required safety training must be provided to associates before they are allowed to perform work.
- **Safety Improvements:** Safety can always be improved. HTNA must stay knowledgeable in advancements in safety and integrate these methods into our operations. Safety must be integrated into the product and equipment in all capacities of the company. Formal routine audits and inspections will be conducted, reviewed and shared with all levels of HTNA.
- **Safety Regulations:** HTNA remains abreast of changes to safety regulations by regularly reviewing all legal regulations applicable to our business, including, but not limited to OSHA requirements, attending training, and benchmarking with other organizations.
- **Associate Involvement:** All associates must be involved to have a successful safety program. Associate's knowledge of their job gives HTNA critical insight into making safety improvements. Every associate must believe they can communicate any safety concern or idea for improvement to HTNA.
- **Process Reviews:** HTNA will make sure that all processes brought into HTNA are as safe as possible before exposing associates to the equipment. HTNA will also make sure that existing equipment continues to stay safe as equipment ages and changes are made in the production processes.