



BILLY PUGH Co., Inc.

Health, Safety, Environment and Quality (HSEQ) Policy Statement

The Billy Pugh Company (BPC) manufactures premium quality safety equipment. To that end, BPC values the health and safety of all people as the primary driver in our day-to-day activities. The long-term success of BPC depends on our ability to proactively manage the Health, Safety, Environment and Quality (HSEQ) aspects of our business while setting objectives and targets for continual improvement. Our objectives are straightforward. We must:

- Facilitate a work environment where the health and safety of people and protection of the environment are valued above all within the organization.
- Understand that behaviors of people guide their actions. How we interact with one another is critical to ensure safe behaviors are continually reinforced.
- Lead by example by fulfilling our HSEQ expectations, clearly communicate responsibilities to all Team Members and hold them accountable for their actions.
- Ensure everyone understands they are responsible to stop any existing job or refuse to initiate work they feel is unsafe.
- Establish, maintain and comply with the requirements of our quality management system and commit to continually improve the system's effectiveness.
- Instill a culture where all incidents or product nonconformity is reported so we can learn from our mistakes and take action to prevent them in the future.
- Measure our performance and establish benchmarks in which we can focus our efforts to continually improve.
- Invest in the development of our people so they can work safely and grow personally to enjoy a rewarding work experience.
- Create and maintain an organizational culture that respects everyone's individual contribution towards working safe and our goal of continuous improvement.

It is only through a dedicated collective effort to manage HSEQ that we can successfully grow as an enterprise and morally claim success. I expect everyone reading this statement to rise personally and embrace this challenge.

A handwritten signature in blue ink, appearing to read 'M. Pugh', is written over a white background.

President and Chief Executive Officer