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The cooperation of every employee is necessary to make Mechanical Solutions Incorporated a safe place to work. Employees are encouraged to report unsafe acts or hazards immediately to your supervisor. Employees are required to report all injuries, no matter how small immediately to your supervisor and receive first aid or medical attention. Begin your day right by always thinking of safety as you perform your job or as you learn a new one. No job is so important that we can't take the time to perform it safely.

In recognition of the HSE risk inherent to our business, we are committed to:

- Communicate our commitment to this policy to all stakeholders of MSI and seek their support
- Conduct our operations in compliance with environmental and occupational, health and safety regulations and in accordance with company approved policy and procedures.
- Demonstrate active leadership by managing HSE performance as a top responsibility with authorities and accountability.
- Design and refine our procedures to effectively manage and minimize current and long-term HSE risk.
- Provide employees with the tools, knowledge and resources needed to implant personal motivation and ownership for HSE excellence.
- Ensure that all employees and contractors understand that working safely is a condition of employment and that they are each responsible for their own safety and for others around them.
- Manage all projects and processes in a way that protects the safety and health of the personnel and the environment.
- Develop HSE performance goals, train our employees and measure our performance compared to these goals.
- Utilize input from employees, customers, contractors and other interested parties to improve on HSE.
- Maintain a secure work environment that protects our people and our assets from injury or property loss or damage.
- Establish appropriate emergency response plans and conduct mock drills on a regular basis.

Each and every employee at MSI has the authority to shut down a job if they feel something is unsafe for personnel or the environment.

HSE performance at MSI is a shared responsibility between the company and the employees. MSI is committed to a code of conduct that no person gets hurt and the environment is not harmed.

Mike Shavers, President