Safety Policy Introduction and Table of Contents

S.C. SWIDERSKI LLC

SCS Safety Program

1/03/2026

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Safety & Health Policies & Procedures

MEMORANDUM FOR S.C. SWIDERSKI EMPLOYEES

FROM: NATHANEAL POPP, CEO

SUBJECT: Updated Safety and Health Policies

This Safety & Health Policy Handbook details workplace policies with the overall outcome to make S.C. Swiderski, LLC a productive, safe, and positive place to work.

The idea is to make sure that we all work together in an environment that supports our business and keeps everyone safe and healthy.

This is a very important document. There is a lot of information here and it is relevant to all employees' jobs.

Please review it thoroughly. You are responsible for its contents.

For employees who are commencing employment with S.C. Swiderski, LLC ("SCS", any Affiliates, or "the Company"), on behalf of S.C. Swiderski, LLC let me extend a warm and sincere welcome.

For employees who have been with us, thank you for your past and continued service.

These Policies Are Effective Immediately

You are responsible for reading and understanding this Safety & Health Policy Handbook. Please maintain these materials as it may be necessary for you to review your manual in the future to refresh your memory or to obtain answers to questions that may arise. Please ask your supervisor any questions to help you clarify the policies contained in this manual. This manual will be available on SCS Safety Portal, with links from Paylocity for easy access at any time.

Your electronic signature on the "Receipt & Acknowledgment" of S.C. Swiderski, LLC; Safety & Health Policy Handbook" confirms that you have been provided a copy of the S.C. Swiderski, LLC

Safety & Health Policy Handbook and that you are responsible for reading, understanding, and complying with its contents. Please electronically sign via Paylocity to acknowledge your acceptance, acknowledgement, and receipt. You will be notified of all major changes on an annual basis or as needed in high urgency communications.

No policy handbook can cover every situation; therefore, when a question arises, please consult with your supervisor or our Safety & Compliance Manager for clarification.

These Policies Replace & Supersede Any/All Previous Policies

This Safety & Health Policy Handbook replaces and supersedes any and all other prior editions of S.C. Swiderski, LLC Safety & Health Policy Handbooks, memoranda, or other S.C. Swiderski, LLC policies whether written or oral regarding safety and health.

Circumstances may arise in which S.C. Swiderski, LLC determines that changes in these policies and procedures are required. For this reason, S.C. Swiderski, LLC reserves the right, at any time, with or without notice, to modify, rescind, or supplement any personnel policy or benefits, and to take actions that may be contrary to a policy established in this manual, apart from the employment-at-will policy.

I'm sure you will find that our policies are fair, understandable, applicable, and to treat everyone at S.C. Swiderski, LLC with respect and dignity.

Thank you for your cooperation and support.

Sincerely,

Nathanael Popp, CEO

A Written Plan

Every employer should have a written Safety & Health plan. This is our plan. Please read it carefully. While no plan can guarantee an accident-free workplace, following the safety procedures set forth in this manual will significantly reduce the risk of danger to you and your co-workers. Thank you for all your focus on safety.

Introduction to Our Program

State and federal law, as well as company policy, make the safety and health of our employees the first consideration in operating our business. Safety and health in our business must be a part of every operation, and every employee's responsibility at all levels. It is the intent of SCS to comply with all laws concerning the operation of the business and the safety and health of our employees and the public. To do this, we must constantly be aware of conditions in all work areas that can produce or lead to injuries.

No employee is required to work at a job known to be unsafe or dangerous to their health. Your cooperation in detecting hazards, reporting dangerous conditions, and controlling workplace hazards is a condition of employment. Inform your supervisor immediately of any situation beyond your ability or authority to correct. Employees will not be disciplined or suffer any retaliation for reporting a safety violation in good faith.

Safety First Priority

The personal safety and health of each employee is of primary importance. Prevention of occupationally induced injuries and illnesses is of such consequence that it will be given precedence over operating productivity. To the greatest degree possible, management will provide all mechanical and physical protection required for personal safety and health, but our employees must bear primary responsibility for working safely. A little common sense and caution can prevent most accidents from occurring.

Individual Cooperation Necessary

S.C. Swiderski, LLC maintains a safety and health program conforming to the best practices of our field. To be successful, such a program must embody proper attitudes towards injury and illness prevention on the part of supervisors and employees. It requires cooperation in all safety and health matters, not only between the employer and employee but between the employee and all co-workers. Only through such a cooperative effort can a safety and health program in the best interest of all be established and preserved. Safety is no accident; think always about safety and the job will be safer.

Policy Administration

Your electronic signature on the “Receipt & Acknowledgment" of S.C. Swiderski, LLC Safety & Health Policy Handbook” confirms that you have been provided a copy of the S.C. Swiderski, LLC Safety & Health Policy Handbook and that you are responsible for reading, understanding, and complying with its contents. Please electronically sign via Paylocity to acknowledge your acceptance, acknowledgment, and receipt. You will be notified of all major changes on an annual basis or as needed in high urgency communications via Paylocity.

No policy handbook can cover every situation; therefore, when a question arises, please consult with your supervisor or our Safety & Compliance Manager for clarification.

This Safety & Health Program supersedes all prior. Edition July 2025

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