



5104 J St SW Suite B | Cedar Rapids, IA 52402

Management Commitment Statement Icon Industrial Services, LLC

Safety and health in our company is a vital part of every operation. Without question, safety and health of all employees, contractors and vendors is every employee's responsibility. This responsibility is shared at all levels, from entry level to the executive level.

We will maintain safety and health programs conforming to the best practices of our industry. To be successful, such programs must embody the proper attitudes toward injury and illness prevention on the part of managers, supervisors and employees. It also requires cooperation in all safety and health matters, not only between management and employees, but also between employees and their co-workers. Only through such a cooperative effort can an effective safety and health program be established and preserved.

The safety and health of every employee is the highest priority. Management accepts responsibility for providing a safe working environment and employees are expected to take responsibility for performing work in accordance with our safe standards and practices. Safety and health will only be achieved through teamwork. Everyone must join together in promoting safety and health and taking every reasonable measure to assure safe working conditions within the company and to the environment. We do believe that **ZERO** accidents and injuries are attainable.

Safety is our first priority! While cost and quality service to our clients is part of our core business values, we will not compromise safety for their sake. Our core safety values are: bodily injury prevention, protection of others through self awareness & environmental cleanliness. We will support these values with the following principles: *All accidents are preventable and all hazards controllable, Working safely is a condition of employment, Safety is everyone's responsibility, People will be trained to perform their jobs safely prior to being assigned the task, Each project will have an active Safety Management Plan that is equivalent to those for production and quality & Audits are essential for maintaining safety performance.*

Brian Henecke
President
Icon Industrial Services, LLC

Ron Nunemaker
General Superintendent
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Experienced Millwright Maintenance & Construction