Boxley’s world class safety program is the cornerstone of the Boxley Way. Reinforced by the company’s leadership team, our safety culture underpins every facet of our operation from driver safety to safety-first policies and procedures throughout our operations.

Our successful program incorporates the **5 Characteristics of a World Class Safety Management System** established by the National Safety Council:

<table>
<thead>
<tr>
<th>Leadership</th>
<th>Alignment to core organizational initiatives</th>
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</thead>
<tbody>
<tr>
<td>Integrated systems approach</td>
<td>Corporate citizenship and off-the-job employee safety</td>
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<tr>
<td>Performance measurement</td>
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</tbody>
</table>

### 10 SAFETY PRINCIPLES

1. Risk Assessment
2. Lockout/Tag Out
3. Fall Protection
4. Personal Protective Equipment
5. Transportation and Mobile Equipment
6. Confined Space
7. Lifting and Rigging
8. Cell Phone/Electronic Device Usage
9. Ergonomics
10. Safety Related Discipline
Boxley invests significantly in safety initiatives and training that keep safety top of mind and focused on continual improvement.

**Safety Initiatives**
- 5s: Sort, Simplify, Sweep/shine, Standardize, Sustain/Self discipline
- Near Miss Reporting
- Good Catch Reporting
- Safety Leadership Teams
- Leadership Team Safety Observations
- Share Safety Practices
- Truck Fleet Video Monitoring
- Employee Safety Incentive Program
- First Responders Safety Site Visits
- MSHA and OSHA-compliant Safety Uniforms
- Risk assessment for non-routine tasks

**Safety Training**
- New hire training
  - Employees undergo extensive training and task competency testing that exceeds MSHA and OSHA requirements
- Refresher safety training
  - Employees participate in ongoing refresher safety training

**Safety Engagement**
- Peer to Peer Safety program, including mentor training
- Employee-led Post Incident Education (PIE)

**Weekly Safety Topic distributed via:**
- Tool Box Talk on employee smartphone app
- WBOX TV monitors at all locations
- Tailgate Safety Talks given by location supervisors

**Safety Recognition**
- Green Star Certification by National Ready Mixed Concrete Association (NRMCA)
- Diamond Achievement Commendation by National Asphalt Pavement Association – Salem and Lynchburg operations
- Gold Safety Award-Virginia Ready Mixed Concrete Association – All plants
- Ongoing Safety Recognition from Virginia Department of Mines, Minerals and Energy and National Stone, Sand and Gravel Association

**Safety Communication**