

**Carrollton, Kentucky
Loss Control Policy**

PMC Organometallics will prosper through its commitment of excellence to its customers, employees, communities, owners, contractors and regulators. We will adhere to Health, Safety and Environmental policies and requirements while maintaining continual improvement of the loss control processes. PMC will conduct our activities in a manner which protects the well-being of our employees, contractors, community, and the environment.

To our **Customers**, we pledge quality products and superior service. Through the utilization and continual improvement of various plant processes, we will strive to improve customer satisfaction. The expectation from our suppliers is the same.


To our **Employees**, we pledge a quality workplace. Recognizing that our people, working together are the means through which success is achieved, the company will provide functional and safe facilities and an environment that promotes opportunity and productivity. Our employees will receive developmental training and will be empowered to carry out their duties with objectives and methods that are established through open communication. We take pride in being an equal opportunity employer with a policy of promoting from within.

To our **Communities**, we pledge responsible membership. We will contribute to regional and local development by providing employment and encouraging our employees to participate in community professional and service organizations. We will be a good neighbor and product steward, committed to the continual improvement of plant processes. We will strive to eliminate any foreseeable hazards that may result in fires, security losses, damage to property, loss to the environment or personal injuries or illnesses. We will strive to continuously improve all aspects of our health, safety, environmental and quality performance.

To our **Owners**, we pledge continuing growth and increasing profitability. This commitment will be realized through the identification and continual improvement of Key Performance Indicators. We will strive to manage our business activities to meet the requirements of company policies, requirements and procedures, as well as applicable governmental laws and regulations.

To Local and Global **Regulators**, we pledge responsible compliance. We commit to compliance with applicable Local and Global regulations. The resources and systems to achieve compliance are a local and corporate Product Regulatory function.

Management of this facility is directly responsible for the development and implementation of programs and plans to ensure conformance with this policy. Health, safety, the environment and quality will share equal importance in all phases of operation. All employees will perform their jobs properly in accordance with established procedures and operating discipline.


Terry Stapleton,
Plant Manager