

Emergency Plans

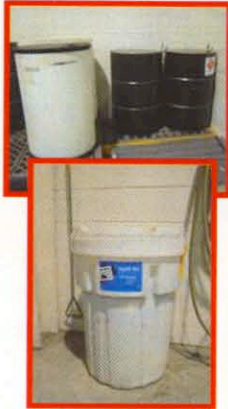


Your host is your primary contact. Familiarize yourself with posted evacuation routes and assembly areas. Follow host and

employee directions in the event of an emergency announcement for fire, evacuation, tornado or other emergencies. Questions may be directed to the site Safety Coordinator.

Environmental Requirements:

- Be committed to protect the environment, comply with governmental regulations and advocate continuous improvement.
- Comply with Demmer waste disposal rules.
- Acquire prior approval for any materials, processes or equipment brought on site.
- Read and follow all work instructions pertaining to your activities.
- Understand your responsibility for any spills and the appropriate spill response.



Responsibility Summary

As a guest in our facility, we expect you to be aware of and comply with our safe work practices and rules. You represent your company and yourself while on our property. It is your responsibility to follow your host's instructions and to ask questions when issues of safety and environment are not clear. Visitors may be required to sign additional agreements acknowledging these and other responsibilities as a condition for entry.

All persons working for or on behalf of Demmer Corporation, including contractors, will follow safe and healthful work practices, obey safety and health rules, and work in a manner that maintains our environmental and safety policies and procedures.

Demmer Corporation is committed to protecting the environment, preventing pollution and striving for continual improvement in all areas.

Management Systems

Demmer Corporation is committed to ISO 14001:2004 and company standards for Health, Safety and Environmental management systems.

These systems allow us to:

- Comply with Health, Safety and Environmental regulations.
- Prevent injuries, occupational illness and environmental pollution.
- Provide for continual improvement throughout Demmer Corporation.

Please direct any observed safety or environmental concerns to our Corporate EHS Manager at (517) 281-3479.



Safety & Environmental Visitor's Protocol



A Quick Guide to a Safe Visit at Our Facilities

Lansing, MI:

North ♦ Oakland ♦ Porter

West ♦ Delta ♦ Palmer,

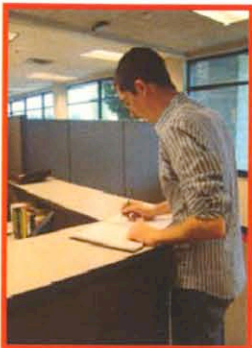
Williamston, MI & Petoskey, MI

Corporate Offices:

1600 N Larch, Lansing, MI 48906
(517) 321-3600 Fax (517) 321-7449

Visitor Protocol

Your signature at sign-in indicates you understand and will comply with the Demmer Corporation safety and environmental protocol for our facility. We expect visitors to remain with their host at all times.



Personal Protective Equipment (PPE) Requirements

When present in manufacturing areas, all visitors are required to wear:



- Safety glasses with side shields.
- Appropriate footwear with enclosed uppers and substantial soles. Visitors without steel toe shoes must remain in the designated aisles.

Additional PPE such as hearing protection, hard hats, sleeves, etc, may be required based on hazards present. Your host will advise you of any other specific requirements.



General Requirements:

- All Demmer Corporation facilities are smoke-free. Ask your host about designated smoking areas.
- **Cell phones are not permitted in Demmer facilities for use by visitors.**
- Obey posted signs and warnings.
- Be alert to floor hazards (oil, water, uneven surfaces).
- Report accidents and near misses to your host.
- Photo and video equipment must be approved by management.
- Visitors and contractors are not permitted to operate Demmer equipment. Contractors are required to provide their own material handling vehicles.
- Contractors are expected to perform work in compliance with all applicable environmental, health and safety standards and regulations.
- Accidents occurring while on site are to be immediately reported to your host and an incident report shall be completed.



Hazardous Materials

Material Safety Data Sheet binders are available for review in each facility. No chemicals or hazardous materials, including samples, may be brought on site without an accompanying MSDS and prior approval by the Safety Coordinator.



Pedestrian Safety & Moving Equipment

- Be alert and stay clear of moving equipment, including forklifts and overhead cranes.
- You may not operate any Demmer equipment or vehicles.
- Stay in the aisles and do not take shortcuts through work cells.
- Do not cross behind a fork truck that may be backing up.

