

**MILLARD REFRIGERATED SERVICES
SAFETY AND INJURY PREVENTION PROGRAM**

Safety Policy Statement

Millard Refrigerated Services is committed to becoming the finest International provider of refrigerated warehousing services. In meeting this commitment, Millard is dedicated to providing a safe and healthy work environment.

Your participation is vital for the success of Millard's established safety practices to ensure you have a safe work environment. Teamwork throughout our organization will result in a safe workplace. Your corporate support staff is responsible for developing and monitoring the safety program. Your Plant Manager, Superintendent and Supervisors are responsible for implementing the safety program and elevating uncontrolled hazards to corporate. You are responsible for following the rules of the safety program and elevating uncontrolled hazards to your supervisor. We are all responsible for improving the safety in the work environment. By working together, our programs can effectively reduce the number of injuries sustained by our employees, which will keep Millard a productive and competitive force in our industry.

This Safety and Injury Prevention Program provides an overview of your Company's safety and health policies. These policies will be your helpful safety references during your association with Millard Refrigerated Services. We encourage you to ask questions of your Supervisor, Plant Manager, and of your corporate support staff.