

Health and Safety Policy

Accountability, Commitment and Teamwork are fundamental values at Northwest Pipe Company and our employees are some of our most critical assets. Our goal is to send each employee home safe at the end of the day. As such, safety is at the central core of Northwest Pipe Company's culture, and is infused at every level of our organization.

Our Health and Safety policy is overseen by senior management, focusing on the following objectives:

- Operate and manage all Northwest Pipe Company facilities in a responsible and safety-conscious manner, prioritizing employee health and well-being.
- Establish performance objectives and targets focused on continuous improvement.
- Strive to ensure zero workplace accidents and hazards for all employees.
- Comply with all applicable health and safety laws, regulations, and standards in all operations and activities.
- Communicate and engage with employees on decisions that may impact their health and safety.
- Provide feedback and recognition to employees who positively contribute to reducing health and safety risks.
- Identify and address risks and hazards that could jeopardize employees' health and well-being.
- Train and educate employees to make health and safety a core value by adhering to safety procedures.

This policy applies to all employees of Northwest Pipe Company across all locations.