



COMPANY SAFETY POLICY

Spongberg Enterprises Ltd. is committed to preventing the accidental loss of resources, physical assets and personal losses to employees and their families. The personal health and safety of each employee of this company is of primary importance.

In fulfilling this commitment to protect both people and property, to the greatest degree possible, management is responsible for providing and maintaining a safe and healthy work environment in accordance to and beyond industry standards and legislative requirements, striving to eliminate any hazards, which may result in personal injury/illness, accidents or property damage.

Employees at all levels are responsible and accountable for the company's overall safety initiatives. To be successful, such a program must start with proper attitudes towards injury and illness prevention. Management is responsible for developing the proper attitudes towards health and safety in themselves, in those they manage, and for ensuring that all operations are performed with the utmost regard for the health and safety of personnel involved, the general public, and the environment.

Management supports the coordination and cooperation of all employees concerning safety on the job, encourages all employees to participate in the program and provides proper equipment, training and safe work procedures. Employees are responsible for following all safe operating, safe work procedures, working safely, and, wherever possible, improving safety measures.

An injury and accident-free workplace is our goal. Through continuous safety and loss control efforts, we can accomplish this.

Mrs. Frances B. Spongberg
Director

Nov. 9, 2010
Date