Hickman's Family Farms Environmental & Safety Principles

Hickman's Family Farms will conduct business in an ethical manner that increasingly benefits society, the economy and the environment while adhering to the following principles:

- To practice the "No cost is too high, no one too busy, and no job too urgent that necessary steps cannot be taken to perform all tasks in a safe manner" motto.
- To train employees to anticipate risk, to make workplace safety a priority and to take pride in a zero tolerance to incident mentality.
- To allow all employees to communicate any potential hazards, and feel good about being able to make suggestion for corrective measures.
- To provide products that can be manufactured transported, used and disposed safely.
- To provide information on health or environmental risks, and to identify, implement and promote protective measures for employees
- To continuously support health and wellness programs for employees.
- To operate our facilities in a manner that protects the environment and the health and safety of our employees, supporting training programs for health and safety benefits sharing them with our employees.
- To continue maintaining a safe workplace for our employees by continuously adding advanced technology, saving lower back stress and making employees loads lighter.
- To provide programs that support individual commitment, management commitment, and behavior-based safety by supporting behavior-based safety incentives for employees with excellent safety records, and adding safety achievements to all performance reviews.
- To practice a commitment that when decisions must be made, safety will take precedence over expediency.

Hickman's Family Farms and its employees are committed to make continuous progress toward our vision of no accidents or injuries in the workplace while continuing our commitment to sustainability and protecting the environment.

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