



Health and Safety in the Workplace

Food and Drink in the Workplace

Health and Safety in the Workplace

Company, including but not limited to Kenper employees and other personnel, contract and temporary workers, consultants, contractors, customers, vendors, visitors, and anyone else on Company premises

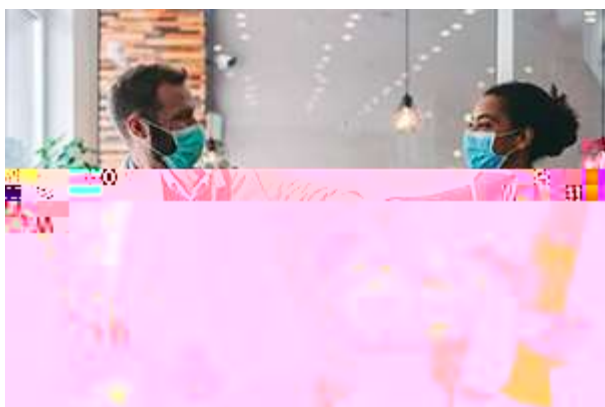


Fleet Vehicles

Employees provided with fleet vehicles are required to comply with Kenper's Vehicle Policy. This policy requires, among other things, employees to complete a safety driving course and mandates that employees operate company vehicles in a safe manner and comply with all applicable safety and traffic laws

Mobile Device Use While Driving

Under Kenper's Multinational Code of Conduct, employees who drive any vehicle for work purposes are prohibited from texting and may talk on a mobile device only if using a device configured to allow hands free listening and talking while driving. This policy applies regardless of whether the employee is using a device supplied by the Company or is personally owned, and regardless of whether driving a Company vehicle or a rented, borrowed, or personally owned vehicle. In addition, Kenper requires employees to comply with all federal, state, and local laws regarding the use of mobile devices while operating a motor vehicle



Protecting Employees During a Pandemic

The health and safety of our employees is paramount, and we ensure employees understand their responsibility for not only their own health and safety but also that of their coworkers. In a pandemic, Kenper has policies and procedures based on recommendations from the Centers for Disease Control and Prevention, Occupational Safety and Health

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Administration, as well as state and local authorities. These policies are for employees in our physical offices and employees working in field locations and are provided to all employees and easily accessible on Company communication channels. The policies and procedures are updated periodically to reflect changes in directives and introduce new recommended practices as they become available.