



**UNDERWATER SOLUTIONS WORLDWIDE**

## **PHOENIX INTERNATIONAL HOLDINGS, INC.**

# **SAFETY POLICY**

*Phoenix International Holdings, Inc. (Phoenix) is sincerely concerned with each employee's safety and health, and we are committed to providing the safest working conditions possible.*

*Phoenix will maintain a vigorous safety, injury, and incident prevention program at each facility and jobsite, and we will endeavor to maintain these sites as free from recognized hazards as possible. We will provide each employee with proper training, safety equipment, and appropriate tools.*

*Phoenix's basic philosophy is that all personal injuries, as well as incidents that affect health, safety, and the environment can and must be prevented. While the responsibility for safety begins and ends with the president, that responsibility is shared throughout the organization. General and area managers are responsible for their divisions, facility managers for their facilities, supervisors are accountable for the safety of their crews, and all individuals are accountable for their own safety. All employees at every level are expected to accept full responsibility for their own safety, and for the safety of those with whom they work.*

*Our goal is an incident-free workplace obtained through continuous improvement. To this end, it is each employee's responsibility to question any practice, procedure, or decision that could adversely impact the health or safety of people, property, or the environment.*

*Phoenix will allocate the necessary resources to provide a safe and healthful work environment for the protection of its most vital resource, the Phoenix employee.*

Patrick J. Keenan  
President