

Personal Performance Pledge

As an employee of Team, I realize that my actions and behaviors must reflect our company's core values and understand that they are significant to the success of the company. However, I also realize that unsafe behaviors could result in personal injury or injury to other colleagues and/or impact the financial goals of the company.

Therefore, I pledge to take responsibility for my actions and commit to perform my job safely, efficiently, and to the highest standards of quality. I make this pledge to protect the environment and to ensure my own personal safety as well as that of my colleagues and the general public.

In addition, if I witness work of poor quality, unsafe behaviors, or other actions which may be detrimental to the company, it is not only my right, but my obligation to speak-out and voice the concern to the appropriate Supervisor or Manager.

To demonstrate my commitment, I take personal responsibility for the following:

- ✓ Perform my job safely, and to the highest quality standards in a professional and ethical manner;
- ✓ Comply with all safety and quality policies and procedures;
- ✓ Perform thorough hazard assessments for every job;
- ✓ Report non-conforming conditions immediately;
- ✓ Wear the proper PPE at all times;
- ✓ Operate vehicles/equipment in a safe and responsible manner;
- ✓ Report all workplace accidents/incidents immediately.

I pledge to take personal responsibility and accountability for my actions. I pledge to uphold safety and quality as core values of my work and understand that failure to abide by this pledge is a condition of my employment.