

Safety Conscious Work Environment Policy Statement

March 2024

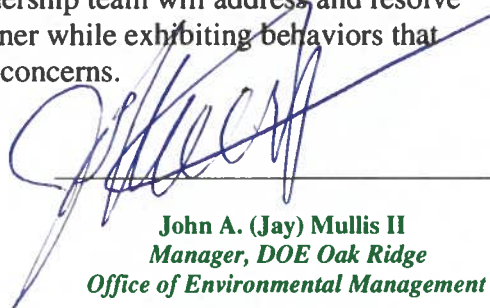
This policy establishes the commitment of the Department of Energy Oak Ridge Office of Environmental Management (OREM) and UCOR to foster and maintain a safety conscious work environment (SCWE) in all facilities and for all work. Safety includes protecting workers, the public, and the environment. This policy applies to all employees and contractors and is based on the following principles:

- Safety is a prerequisite for all work. Our expectation is that each employee goes home in the same condition in which he or she came to work. Our goal is zero injuries.
- All employees are encouraged and expected to promptly report all injuries, illnesses, and environmental incidents.
- All employees are encouraged and expected to have a questioning attitude and stop work if they feel a job cannot be done safely or the environment is threatened.
- All members of the OREM and UCOR leadership team, up to and including the OREM Manager and the UCOR President & Chief Executive Officer, have an open-door policy, especially pertaining to safety.
- Employees have, and are encouraged and expected to use, multiple venues to express safety concerns. These include, but are not limited to, their management chain and Employee Concerns.
- Employee involvement is the cornerstone of our safety culture and is essential to the successful implementation of the Integrated Safety Management System, Environmental Management System, Nuclear Safety, the Voluntary Protection Program, and other ESH&QA program elements.

Employees are encouraged to raise safety issues and concerns without fear of reprisal. The OREM/UCOR leadership team will address and resolve issues and concerns in a timely manner while exhibiting behaviors that foster employee confidence to raise concerns.



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