

Impact CNC – Health and Safety Policy

Impact CNC, LLC | 2651 S 600 E, Columbia City, Indiana 46725

Scope

This policy applies to everyone on Impact CNC premises: all employees, temporary and agency workers, contractors, subcontractors, and visitors. Contractors and subcontractors are required to comply with this policy and with all applicable occupational health and safety laws and regulations while on site, and to hold their own workers to the same standards.

1. Personal Protective Equipment (PPE)

Impact CNC requires all employees and visitors to wear appropriate PPE based on the work being performed. This includes safety glasses, hearing protection, safety shoes, gloves, and additional protective equipment as required. PPE must be worn at all times in designated areas.

2. Machine Safety

All machinery must be operated only by trained personnel. Guards, interlocks, and safety devices must never be bypassed or disabled. Lockout/Tagout procedures are required during servicing, setup, or maintenance of equipment.

3. Emergency Preparedness

Impact CNC maintains an emergency response plan covering fire, severe weather, medical emergencies, chemical spills, and evacuation procedures. Emergency exits and equipment must remain accessible at all times. Employees receive communication on emergency expectations.

4. Incident and Accident Management

All incidents, near-misses, injuries, and unsafe conditions must be reported immediately. Investigations focus on root-cause identification and prevention of recurrence. Corrective actions are documented and tracked.

5. Workplace Ergonomics

Impact CNC promotes ergonomic work practices to reduce strain and injury. Workstations are assessed for ergonomic risks, and employees are trained on safe lifting, posture, and material handling techniques.

6. Handling of Chemical and Biological Substances

Chemicals are stored, labeled, and used in compliance with OSHA Hazard Communication standards. Safety Data Sheets (SDS) are available for all hazardous materials. Only trained personnel may handle chemicals, using required PPE and containment procedures.

7. Fire Protection

Impact CNC maintains fire extinguishers, alarm systems, clearly marked exits, and regular inspections. Employees are trained to respond safely during a fire emergency and to follow evacuation procedures.

8. Employee Training and Communication

The company provides ongoing safety communication through training, signage, toolbox talks, and internal communication channels to ensure employees understand safe work practices.

9. Continuous Improvement

Impact CNC is committed to improving health and safety performance through audits, corrective actions, equipment upgrades, and employee involvement.

Effective date: November 25, 2025

Revised: September 2, 2026 (Rev B – Scope added, covering contractors and subcontractors)