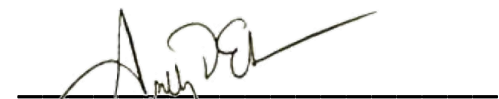


# SAFETY POLICY

- ❑ It is the policy of FTC Solar to work continually toward improving safety policy as well as safety procedures. The personal safety and health of each employee is of primary importance. To the greatest degree possible, management will determine the purpose, size and context of company, specify the OH&S risks and opportunities based on business activities in Tracker product life cycle, and provide all mechanical and physical facilities required for personal safety and health in prevention of job related injury and ill health.
- ❑ Our objective is a safety and health program that will reduce the number of injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing, the best experience of other operations similar to ours.
- ❑ We will maintain a safety and health program conforming to all legal or applicable job-related regulations. It also requires cooperation in all safety and health matters, not only between on-site supervisors and the employees, but also between each employee and his or her fellow workers. Only through such a cooperative effort can a safety program in the best interest of all eliminate hazards and reduce OH&S risks.

# SAFETY POLICY

- ❑ We recognize that the responsibilities for safety and health are shared.
  - The company accepts the responsibility for leadership of the safety and health program, for its effectiveness and improvement, and for providing the guidance and assistance to ensure safe working conditions.
  - Supervisors are responsible for developing the proper attitudes toward safety and health in themselves and in those they supervise, and for ensuring that all operations are performed with the utmost regard for the safety and health of all personnel involved, including themselves.
  - Employees are responsible for the wholehearted, genuine cooperation with all aspects of the safety and health program, including compliance with all rules and regulations, and for continuously practicing safety while performing their duties.
  
- ❑ Management considers no phase of the operation more important than the health and safety of the employee. Management will continue to be guided and motivated by this policy and, with cooperation of all supervisors and employees will actively pursue a continuously improved safer working environment throughout company.

  
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Anthony P. Etnyre, CEO