

INTER-COUNTY ENERGY COOPERATIVE SAFETY STATEMENT

The Board of Directors and Management of Inter-County Energy Cooperative Corporation (“Cooperative”) recognizes that the safety of all Cooperative employees is of paramount importance to the success and sustainability of the cooperative. We hold safety as an essential organizational value. The need to complete a job efficiently should never take priority over the need to perform it safely. The Board of Directors supports establishing an enterprise-wide safety culture at the Cooperative, including, but not limited to, participation in the Rural Electric Safety Achievement Program (RESAP).

Cooperative Managers and Supervisors are responsible for maintaining safe working conditions and implementing effective safety programs.

All employees of the Cooperative must take an active role in protecting themselves, fellow employees, cooperative members and the general public from unsafe conditions. Employees are expected to follow safe work practices and procedures and adhere to all Cooperative safety rules.

We will achieve this goal through our enterprise safety program, and we will strive for continuous improvement by:

- Educating and training to institutionalize safety values throughout the cooperative and our community;
- Setting and monitoring safety goals and objectives to safeguard the well-being of our employees, members and the general public;
- Raising safety awareness of all employees and members and stressing personal accountability, and
- Participating in the RESAP.

The Board of Directors and Management of the Cooperative believe that the safety of our employees is an essential organizational value and is fundamental to our business success. Our goal is that no one gets hurt and everyone returns home safely every day. We are committed to the identification, elimination and control of workplace hazards for the protection of cooperative employees, members and the community through the development and implementation of our safety program.

ADOPTED: MAY 18, 2012