



MAGNUM CONSTRUCTION SERVICES INC.

EXECUTIVE POLICY STATEMENTS

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1. SAFETY POLICY STATEMENT

At **Magnum Construction Services Inc. (MCS)**, safety is not negotiable. We believe every incident is preventable and that no schedule or cost objective justifies risking human life.

Our commitment:

- Maintain a **Zero-Incident Culture** where every employee and subcontractor has the authority and obligation to stop unsafe work.
- Comply with all **OSHA 1926** standards and applicable state and local regulations.
- Conduct **Job Hazard Analyses (JHAs)** and daily pre-task planning before work begins.
- Provide comprehensive safety training, certified supervision, and properly maintained equipment.
- Investigate all incidents, near misses, and unsafe conditions to prevent recurrence.
- Continuously improve through audits, employee feedback, and safety metrics tracking.

We empower every worker to take personal responsibility for safety—protecting themselves, their co-workers, and the public.

Approved by: Michael Gaya, Executive Director / CEO **Date:** _____

2. QUALITY POLICY STATEMENT

Magnum Construction Services Inc. is dedicated to delivering **projects of lasting value**—built right the first time, every time.

Our objectives:



- Meet or exceed **client expectations** for quality, performance, and functionality.
- Comply fully with **ISO 9001:2015 Quality Management System** standards.
- Implement robust inspection and test plans (ITPs) on all projects.
- Ensure all materials, equipment, and workmanship conform to contract and specification requirements.
- Promote continuous improvement through data analysis, lessons learned, and employee engagement.

Quality is everyone's responsibility—from management to the newest field hire. Through proactive planning, verification, and accountability, we guarantee the durability and excellence of every Magnum project.

Approved by: Michael Gaya, Executive Director / CEO **Date:** _____

3. ENVIRONMENTAL POLICY STATEMENT

Magnum Construction Services Inc. recognizes that environmental protection and sustainable construction are inseparable from business success.

We commit to:

- Comply with all environmental laws, regulations, and **ISO 14001:2015** requirements.
- Prevent pollution and minimize waste, noise, and emissions at every job site.
- Promote recycling, energy efficiency, and responsible resource consumption.
- Protect air, water, and soil quality through proper material handling and containment.
- Prepare for environmental emergencies through training and contingency planning.
- Partner with clients and communities to improve environmental performance and awareness.

Magnum's goal is to leave every site **better than we found it**, preserving resources for future generations.

Approved by: Michael Gaya, Executive Director / CEO **Date:** _____



4. DIVERSITY & INCLUSION POLICY STATEMENT

Magnum Construction Services Inc. values the strength that diversity brings to our workforce and community.

Our principles:

- Provide equal employment opportunity regardless of race, gender, religion, national origin, age, disability, or veteran status.
- Foster a culture of mutual respect, open communication, and collaboration.
- Encourage diverse perspectives to enhance innovation, safety, and quality.
- Support local hiring, small-business participation, and apprenticeship programs in the communities where we work.
- Maintain a workplace free of harassment, discrimination, or retaliation.

We believe that **diversity drives excellence**, and an inclusive culture is fundamental to our long-term success.

Approved by: Michael Gaya, Executive Director / CEO **Date:** _____

5. ANTI-CORRUPTION & BUSINESS INTEGRITY POLICY STATEMENT

Magnum Construction Services Inc. conducts all business ethically, transparently, and in compliance with the **U.S. Foreign Corrupt Practices Act (FCPA)** and all applicable anti-bribery laws.

Our standards:

- Prohibit offering, giving, or receiving any bribe, kickback, or improper advantage.
- Maintain accurate books, records, and accounting controls.
- Conduct due diligence on all third-party agents, suppliers, and joint-venture partners.
- Provide anti-corruption training to employees and subcontractors.
- Report and investigate any suspected violation through confidential channels without fear of retaliation.

Integrity is the foundation of our reputation and our license to operate. Every Magnum employee is personally responsible for upholding these principles.

Approved by: Michael Gaya, Executive Director / CEO **Date:** _____

6. POLICY COMMUNICATION & REVIEW

- These policies are displayed prominently at all Magnum offices and job sites.
- They are communicated to employees, subcontractors, and stakeholders through orientation and training.
- The Executive Director reviews and re-issues each policy annually or following significant organizational or regulatory changes.
- Digital copies are retained under document control in the **Corporate Management System Manual (MCS-CORP-05)**.