

Novinium

Safety and Health Policy

It is Novinium's policy to conduct its business in a manner that protects the safety and health of employees, others involved in its operations, customers and visitors. We intend to and will comply with applicable laws and regulations.

Management and Employee Involvement. It is the policy of Novinium to foster a "below zero" attitude toward injury and illness prevention on the part of both supervisors and employees. We require cooperation in safety and health matters, between supervisor and employee, and between workers. We target unsafe behaviors for correction before there are incidents to reinforce a below zero safety culture.

Worksite Analysis. Novinium shall undertake appropriate reviews and evaluations of our operations to conduct safe practices, control hazards, and ensure compliance with this safety policy, our safety manual, and Novinium Rejuvenation Instructions. We will respond quickly, effectively and with care to emergencies or incidents. We will conduct timely investigations and corrective actions regarding work site injuries and incidents.

Hazard Prevention and Control. Establish practices, and conduct operations in a manner that safeguards workers, property, and the community in which we operate. As appropriate, use and provide personal protective equipment.

Employee Communications and Training. Train employees in good safety and health practices relevant to specific job tasks and the work site, the Novinium Rejuvenation Instructions, and the Novinium General Safety Procedures.

Safety is everyone's responsibility. The extent of the safety responsibility an individual bears is directly proportional to the overall responsibilities for personnel, facilities, and equipment held by each individual. Through such a total cooperative effort, we will have a safe and healthy company benefiting everyone.

Glen Bertini
President
September 1, 2007