

LSI INDUSTRIES INC.

CORPORATE SAFETY POLICY

LSI Industries Inc. and its family of companies (collectively “LSI”) believe in creating a safe working environment where “Zero is Possible” as it relates to injuries and illnesses for our employees (full and part-time), vendors, contractors, service providers and to people in the communities in which we interact. Providing a safe and healthy workplace is part of our culture and is embedded in our purpose to refresh the world and make a difference. This Policy applies to all LSI facilities and to LSI’s vendors, service providers, and contractors.

Vision

We promote a culture of safe behavior and caring to encourage continuous improvement through hazard identification and implementation of controls to minimize safety risks.

Guiding Principles

We conduct our business in ways to build safety as an integral component in what we do. This includes working with select suppliers and business partners that have a strong commitment to running safe operations and processes. To drive toward this ambition, we will adhere to applicable legal and LSI requirements relating to occupational health & safety everywhere we do business. Additionally, we believe:

- **Our safety performance is integral to operational excellence** and has a positive impact on our employees, our stakeholders, and the communities in which we operate
- **Occupational injuries and illnesses are preventable.** Each occupational injury and illness create an opportunity to strengthen our management systems
- **Leadership plays a key role** in establishing a culture of safety
- **Safety is everyone’s responsibility.** Each of us owns health & safety and is responsible for the safety of our peers, ourselves, site visitors, and members of the public with whom we interact in our business
- **Safe behavior is a fundamental job requirement** because the work must be done safely

POLICY:

LSI is firmly committed to maintaining a safe and healthful work environment that is free from recognized hazards. We believe all accidents, injuries, and occupational illnesses can be prevented if we have the full cooperation of every employee. Health, safety, security, and regulatory compliance are integral parts of our total management process. To assist in providing a safe and healthful work environment for our employees and visitors, LSI will comply with all accepted work practices, health and safety regulations, standards, and codes.

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As part of our commitment to safety:

- LSI will provide orientation and ongoing training to its employees, designed to assist them in doing their jobs correctly, efficiently, and safely.
- Each new hire will complete a safety orientation. This orientation will include but is not limited to, information on task-specific safety, personal protective equipment, hazard communication (GHS), blood-borne pathogens, fire protection, slips, trips, falls and ergonomics.
- As a condition of employment, each employee is responsible for compliance with Company policies and procedures regarding environmental health, safety, and security. This includes following the Company's safety and security rules and always using good judgment.
- Each employee has the right and duty to question the adequacy of the Company's health, safety, and security provisions.
- Each employee is responsible and accountable for preventing injuries, illnesses, and accidents, and complying with applicable regulatory requirements.
- Each employee shall report to their respective supervisor or the safety coordinator, any dangerous or defective mechanical or electrical equipment, which might cause injury or damage.
- Each employee shall report to their respective supervisor or the safety coordinator, any situation or condition which seems dangerous and could cause an accident or injury.
- Management shall provide the necessary resources, equipment, and training to meet the Company's health, safety, security, and regulatory compliance objectives.
- LSI will proactively identify workplace safety and security deficiencies and take prompt corrective action.
- LSI will employ contractors, vendors and service providers who are committed to health, safety, security, and regulatory compliance and will hold them to the same standards as those of LSI.
- LSI will promptly and thoroughly investigate accidents and incidents, then share and institutionalize the key information.
- LSI will promptly and thoroughly report any OSHA results.

Attaining our objective of world-class health, safety, and security performance require more than regulatory compliance alone. We will continuously work to improve our performance through management involvement, employee participation, and proactive approaches. LSI management endorses these beliefs and principles and will demonstrate our commitment through action.

Violations of any programs, procedures, or rules, contained in the safety program, are subject to disciplinary action up to and including discharge. Failing to promptly report an accident or injury to a supervisor or member of management, regardless of severity, is considered a violation.

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The Occupational Safety and Health Act (OSH Act 1970) outlines both the rights and responsibilities of employees and employers in pursuit of accident prevention and overall safe work environments. Employees have a right to expect employers to provide employment, and a place of employment, free from recognized hazards while employers expect employees to comply with all applicable OSHA standards, safety policies, safe work practices, and safe behavior.

As part of its commitment to maintaining a safe and healthy work environment, LSI employees have access to and are protected by, several types of safety and emergency equipment, including sprinkler systems, eye wash stations, fire extinguishers, and personal protective equipment.

All employees will be trained on, and are expected to be familiar with, the location and usage of emergency equipment located at their facility. If your job requires you to wear personal protective equipment such as safety glasses, protective shoes, or gloves, you are expected to wear the equipment in the prescribed manner, always.

If you notice any safety or emergency equipment that is damaged, malfunctioning, or missing, please notify your supervisor.

Any emergency, especially one involving a hazardous materials release or an injury, must be taken seriously and requires prompt and specific action to minimize damage and reduce harm to individuals. Should you find yourself faced with an emergency, you should immediately notify your supervisor or a member of management.

Accident-free operations are not achieved by chance. Rather, they result from the thoughtful application of sound safety principles and rules. To achieve the highest level of safety, it is our policy that sound safety principles be followed in all our activities and applied to all phases of our work.

Objectives and Performance Tracking

We will establish and track our organization's health & safety performance goals and objectives and regularly report on our progress through annual reporting.