



An Unconditional Commitment to Safety

J. Scott Bull, CEO, Pace Industries

Most of you are aware of our recent flurry of activity related to safety. Please understand that this is not just a “flurry of activity.” For me, it is a new life! I have personally “seen the light.” The best way to show a person that you care about them is to be concerned for their well-being. Our past safety record does not indicate that management cares about the associates of Pace. That has changed.



The fact is...we do care. We are making an unconditional commitment to the safety of the associates of Pace Industries. We are moving as fast as possible toward a safety policy that reflects how much we care about your well-being. Safety begins with mindset. The culture must be changed to a mindset which always, always thinks about safety first. It has to be so engrained in our mindset that safety thoughts are an automatic response. I have concluded that we will never get to that point until we display safe work, play, and life choices in EVERYTHING we do, twenty-four hours a day.

To help each associate develop this mindset, we have encouraged each of you to write your own personal safety pledge. I wrote mine several months ago. It has changed my life and my family's life. We think different, talk different, and act different. I don't believe I can convince an associate that I care about his or her safety until I care about my own safety.

This applies to all of you. We need to develop a culture that has the safety of the associate next to us as a priority. Until you care about your own safety, no one will believe you care about theirs.

Another important step in convincing you that we care about your safety is accountability. This is one of our values and a key element in safety. The company must hold each associate accountable to our safety policies, which are not limited to, but include: wearing the correct Personal Protective Equipment (PPE), keeping the workspace clean, and being aware of your surroundings.

I encourage each of you to write your own personal safety pledge. Don't write it because I asked you to write it. Write it because you want to protect yourself and those who count on you. Then share your safety pledge with family and friends who can hold you accountable to your commitment. Get involved in moving your Pace division toward the goal of zero accidents. Zero is the only acceptable goal we can have. You deserve a safe workplace, and it is our goal to provide that for every associate.

Sincerely,
J. Scott Bull