

WORKPLACE VIOLENCE POLICY STATEMENT

It is the policy of Basic Industries of South Texas, Ltd. to promote a safe environment for its employees. The Company is committed to working with its employees to maintain a work environment free from violence, threats of violence, harassment, intimidation and other disruptive behavior. While this kind of conduct is not pervasive in our company, no company is immune. Disruptive behavior, at one time or another will affect every company.

Violence, threats, harassment, intimidation and other disruptive behavior in our workplace will not be tolerated; that is, all reports of incidents will be taken seriously and will be dealt with appropriately. Such behavior can include oral or written statements, gestures or expressions that communicate a direct or indirect threat of physical harm. Individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, criminal penalties, or both.

Everyone's cooperation is needed to implement this policy effectively and to maintain a safe working environment. Do not ignore violent, threatening, harassing, intimidating or other disruptive behavior. If you observe or experience such behavior by anyone on company premises, whether he or she is an employee or not, report it immediately to a supervisor. Supervisors who receive such reports of violence should seek advice from the individuals listed below regarding investigating the incident and initiating appropriate action.

Human Resource Manager	Main Office	361-884-4906
Safety Director	Main Office	361-884-4906
Managing Partner	Chip Hough	361-438-6655

PLEASE NOTE! Threats or assaults that require immediate attention by Security or the Police should be reported first to Security at the facility or to the Police at 911.

Management is committed to preventing Workplace Violence; and will support all efforts by supervisors and company specialists in dealing in our workplace and will monitor whether this policy is being implemented effectively.

W.T. Hough, Jr.
Partner

J. David Gottlich
Partner

Dennis Van Fleteren
Partner