

WELCOME TO SAFETY ORIENTATION



WELCOME TO SAFETY ORIENTATION!

Safety is a core value of our company. In solar installation and service work, we deal with heights, electricity, heavy materials, tools, vehicles, and weather exposure.

OUR GOAL

Everyone goes home safe every day.



INJURY & ILLNESS PREVENTION PROGRAM (IIPP)

*Our company operates under a formal
Injury & Illness Prevention Program.*

This program outlines:

- How we identify hazards
- How we correct hazards
- How we train employees
- How you report unsafe conditions

IMPORTANT

If you see something unsafe, report it
immediately to your supervisor and/or our
safety team: 209-900-5998.

CODE OF SAFE PRACTICES

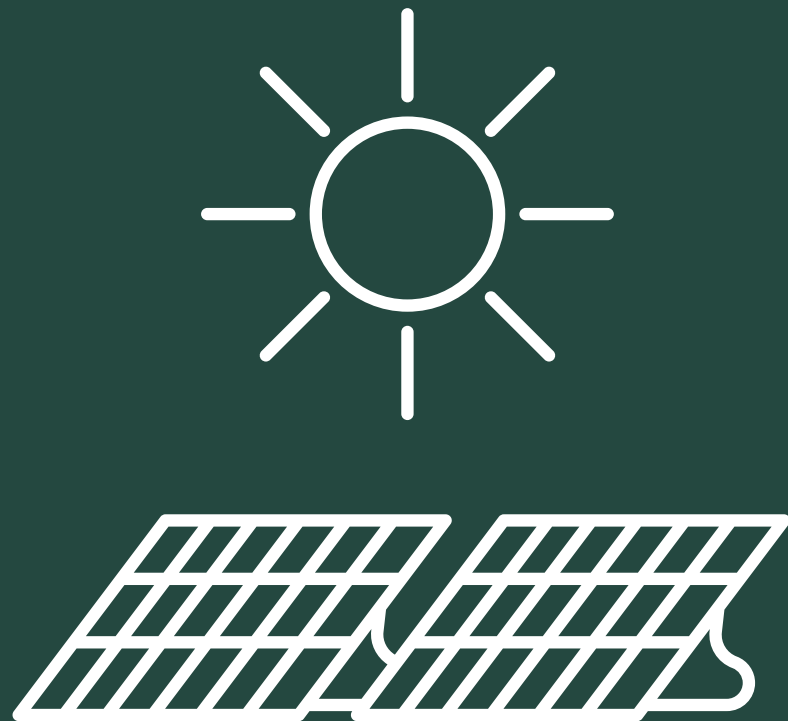
We have clear employee expectations:

- Adhere to all safety rules and regulations
- Wear appropriate safety equipment as required
- Maintain equipment in good condition, with all safety guards in place
- Encourage co-workers to work safely
- Report unsafe acts and conditions to the Managers/Owners
- Report all injuries (no matter how minor) immediately



**Failure to follow safety policies
may result in disciplinary action
up to termination.**

SAFETY MEETINGS & INSPECTIONS



These are not optional – they are required to keep everyone safe.

WE CONDUCT...

1. Regular Safety Meetings

- Brief safety meetings take place prior to all installation projects.
 - Weekly safety training topics are provided to all installers, electricians, and service employees and should be discussed during these meetings.
- Quarterly Safety Meetings are conducted with all employees in safety-sensitive positions.

2. Jobsite Inspections

- Jobsite inspections take place prior to all installation projects.
 - Inspection results are recorded and hazards are escalated to management for a resolution.
 - If the manager is unable to provide a resolution, the hazards identified will be escalated to our safety team.

3. Safety Tools/Equipment Inspections

- We provide a variety of safety tools and equipment that all PRE-AUTHORIZED personnel are required to inspect prior to use, including but not limited to:
 - Forklift
 - Scissor/Boom Lift
 - Ladders

4. Daily PPE Inspections

- PPE is required to be on-hand and inspected prior to beginning work.
- PPE provided upon hire may include, but is not limited to:
 - Hard hat
 - Fall harness, lanyard, and anchor set
 - Safety/grip gloves
 - Safety reflective vest
 - Safety glasses

CORE SAFETY POLICIES

*All safety policies are located
in our IIPP.*

You can't abide by
them if you don't
know them!

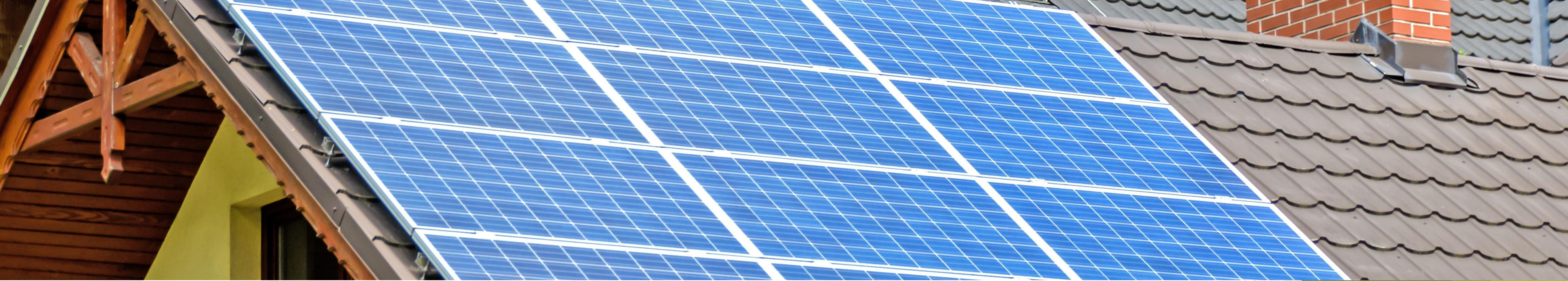
To ensure all employees out in the field have quick access to core safety policies and standards, they should all have access to our *Employee Safety Cheat* located in our internally-created timekeeping app that is used to clock in and out called...

Krummy Capture

This app is something you will use everyday so it's critical you become familiar with it.

Please direct all questions regarding Krummy Capture to your manager.





ACCIDENT & INJURY REPORTING

ALL incidents must be reported to our HR department – even if minor.
Failure to report any injury or related incident will result in disciplinary action up to termination, as we do not take any safety violations lightly.

DO NOT WAIT: CALL 911 IMMEDIATELY FOR ANY LIFE-THREATENING INJURIES.

Incident Type:	1st Call:	2nd/3rd Calls:	Which Guide in Krummy?
Non-Life-Threatening Injury	Call our HR department: 209-601-8771	Call our Triage Nurse: 1-855-485-4176 and then your Manager	Injury Procedure
Auto Accident	Call our HR department: 209-601-8771	Call your Manager	Accident Procedure
General Incident	Call our HR department: 209-601-8771	Call your Manager	Incident Procedure



PPE REQUIREMENTS

We'll ensure you're set up for success!
If you discover that your PPE has defects, please notify your manager so you can be provided with the replacement(s) needed.

Take care of your PPE!
Patterns of requesting PPE replacements sooner than expected for normal wear may indicate improper use and could be considered negligence

Hint: Refer to manufacturing guidelines on each PPE type to determine adequate replacement frequency.

Daily PPE Compliance Means Before Beginning Work You Must...

1. Have the required PPE on-hand for the job you are scheduled to perform
2. Inspect your PPE for any damage or defects
3. Clock in using Krummy Capture and select the appropriate option for the PPE prompt

PPE Prompt Procedure Details:

- Selecting “***No, I do not have my required PPE on-hand.***” to the PPR prompt upon clock in, does not indicate an immediate safety violation.
 - Once this option is selected, our safety team will be immediately notified and begin notifying your manager to ensure they're able to get you the PPE that you need.
 - Repeatedly selecting this option may result in disciplinary action, as it may be seen as gross negligence of your safety on the job.
- Selecting, “***Yes, I do have my required PPE on-hand.***”, when you do not, **WILL** result in disciplinary action up to termination.
 - We will not allow employees to put themselves at risk by working without sufficient safety equipment.

FALL PROTECTION

- **When Fall Protection Is Required**
 - Fall protection must be used at 6 feet or higher.
 - This applies to rooftops, ladders, elevated platforms, and any work near unprotected edges.
- **Approved Fall Protection Systems**
 - Guardrails
 - Anchors
 - Personal Fall Arrest Systems (PFAS), including full-body harness + lanyard
 - PFAS must be tied off to approved anchor points located at least 6 ft from the roof edge.
- **Equipment Inspection & Use**
 - Inspect all harnesses, lanyards, and related PPE before every use.
 - Check for trip hazards before tying off.
 - Verify your lanyard length is appropriate—100% tie-off compliance is required.
 - Never tie off to unapproved anchor points.
 - If you are unsure whether an anchor point is compliant, stop work and ask your supervisor.
- **Guardrail & Warning Line Rules**
 - Never bypass, remove, or step outside guardrails or warning lines.
 - Treat all perimeter controls as active fall hazards.
 - Review all parapet height and protection standards to determine whether additional fall protection (such as PFAS) is required for that roof type.
- **Supervisor Communication**
 - If the site setup, anchor point, or fall protection method is unclear:
 - Immediately contact your supervisor for clarification and approval before proceeding.

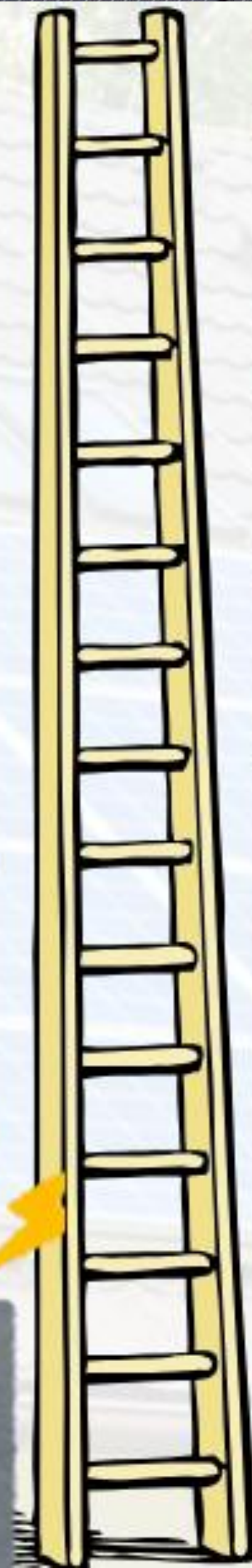


Stay safe and pay attention to the details!

Falls are the leading cause of death in construction, including solar installation work. In 2019, falls accounted for over one-third of all construction fatalities.



LADDER SAFETY

- 
- Inspect before use
 - Maintain 3 points of contact
 - Do not stand on top rung
 - Secure ladders properly
 - Set up on level ground
 - Follow the 4:1 rule
 - 4' up = 1' on the side
 - Team-lift ladders that are over 40'
 - Use the right ladder for the job
 - Check height/weight ratings

Lots of injuries happen on ladders – slow down.

For our electricians and service techs:

LOTO

LOCKOUT TAGOUT



CAUTION

**ELIMINATE
DOUBT...LOCK
IT OUT**

ELECTRICAL SAFETY

CONTINUED

Service employees:

Before servicing equipment:

- De-energize
- Lock
- Tag
- Verify zero energy
- **Never** assume power is off

Electricians:

- Treat all circuits as energized
- Use insulated tools
- Wear arc-rated PPE when required
 - See your manager for access to Arc Flash-related PPE
- Only qualified employees work on energized systems

SAFE EQUIPMENT & WAREHOUSE OPERATIONS

WAREHOUSE SAFETY:

- Keep aisles clear
- Stay in designated walkways
- Remove and/or report tripping hazards to your supervisor after your taped off the area
- Store materials safely
- Do NOT climb racks or exceed weight limits
- Avoid blind corners:
 1. Stop
 2. Look
 3. Listen
- Stay hydrated - especially in hotter climates
- No horseplaying or running

USE OF INDUSTRIAL EQUIPMENT:

- Certified operators ONLY
 - If you're interested in becoming certified to operate a piece of equipment, we may have options available to you!
 - Contact safety@1stle.com for more details on eligibility and approval processes.
- Inspect all equipment before operating using a pre-approved inspection checklist.
- No riders
- Watch for pedestrians
- Use spotters when needed
- Avoid sudden stops or sharp turns
- Never raise or lower loads while in movement
- Fall protection required for Scissor/Boom Lifts
- Do not climb rails

Something
feels wrong...
— — —



Then stop
and ask first!
— — —





FLEET AND DRIVING

For Drivers & Service Vehicles:

- Valid license required
- ZERO phone use while driving
- Pre-trip inspections are required for all company vehicles and any company installed equipment or tools
- Abide by the following basic driving standards policies
- Secure loads properly
- Follow DOT rules if applicable

- Driving speeds of 75MPH+ are strictly prohibited
- Keep idling time down to less than 10 minutes
- Avoid hard braking
- Avoid rapid acceleration



Heat Illness Prevention

For outdoor crews:

- Drink water frequently
- Take shade breaks
- Watch for symptoms: dizziness, confusion, heavy sweating
- Report heat illness immediately



Hazard Communication

For outdoor crews:

- Know where Safety Data Sheets (SDS) are located
- Proper labeling required
- Watch for symptoms: dizziness, confusion, heavy sweating
- Report heat illness immediately

NOTE: After the contents of this slide have been explained fully, the new hire will be instructed to demonstrate the proper lifting technique.

Ergonomics & Lifting

Protect your body on the job

**NO MATTER WHAT:
STOP WORK IF YOU FEEL A
STRAIN OR PAIN & REPORT IT
ASAP**

USE HELP

- Team lifts for large or bulky items
- Use carts, hoists, or panel lifts
- If unsure - ASK FOR HELP

KEY RISKS

- Heavy & awkward loads (panels, inverters, batteries)
- Repetitive lifting, twisting, overhead work
- Ladders & rooftop handling

ON LADDERS & ROOFS

- Don't climb with heavy items
- Maintain 3 points of contact
- Secure materials once on the roof

LIFT SAFETY

- Plan the lift - test the weight first
- Keep load close to your body
- Bend knees, lift with legs
- DO NOT twist while lifting
- Set loads down slowly



Workplace Violence Prevention

Safety is everyone's responsibility

WHAT EVEN IS WORKPLACE VIOLENCE?

By anyone: coworkers, customers, contractors, or the public →

WHAT YOU SHOULD DO IF THERE IS A VIOLENT PERSON ON SITE:

- Trust your instincts - CALL 911 if there is immediate danger.
- DO NOT ESCALATE CONFRONTATIONS
- If it's safe to do so, move away to a safe location
- Report concerns, threats, or incidents to a supervisor
- Report the entire situation to HR either via phone or email.

REPORT EARLY:

- Report all incidents - no retaliation
- Early reporting helps prevent serious incidents
- All reports are taken seriously and investigated
- Your safety comes first

1. Any act or threat of violence

2. Verbal threats, intimidation, or harassment

3. Physical violence or damage to



Emergency Action Plan

Based on 1st Light Sales Corp IIPP Updated March 2026 - Title 8 CCR §3220 & §3221

IN THE EVENT OF A FIRE, DISASTER, OR EXTERNAL HAZARD:

- Immediately stop work & follow management instructions
- Use the nearest posted evacuation route
- Proceed to the designated assembly location
- Report the emergency and your status to your supervisor immediately
- Remain at the assembly area for accountability

STEPS YOU SHOULD TAKE PRE-EMERGENCY & WHERE YOU CAN GET MORE INFO:

- Know all evacuation routes for your work area
- Know the designated assembly location
- Report the situation to your supervisor immediately
- Follow instructions from site/location leadership & emergency personnel.



IMPORTANT

Re-entry is NOT permitted until the area is declared safe by executive management or local fire or law enforcement officials.

Refer to your site's specific Emergency Action Plan for detailed procedures.

Fire Extinguishers



IMPORTANT

Only attempt to fight small fires if it is safe to do so.

How to Use a Fire Extinguisher

P- Pull the pin

A- Aim at the base of the fire

S- Squeeze the handle

S- Sweep side to side



First Aid & Reporting

**FOR LIFE-THREATENING
EMERGENCIES: CALL 911**

Safety Contacts by Location

■ Manteca, CA

Police (Non-Emergency): (209) 456-8100

Fire (Non-Emergency): (209) 456-8300

■ Hillsborough, NJ

Police Non-Emergency / Dispatch: (650) 375-7470

Emergency Center (if 911 unavailable): (650) 375-7470

■ Long Beach, CA

Police Dispatch: (562) 435-6711

Police Business / Non-Emergency: (562) 570-7260

■ Englewood, CO

Police (Non-Emergency): (303) 761-7410

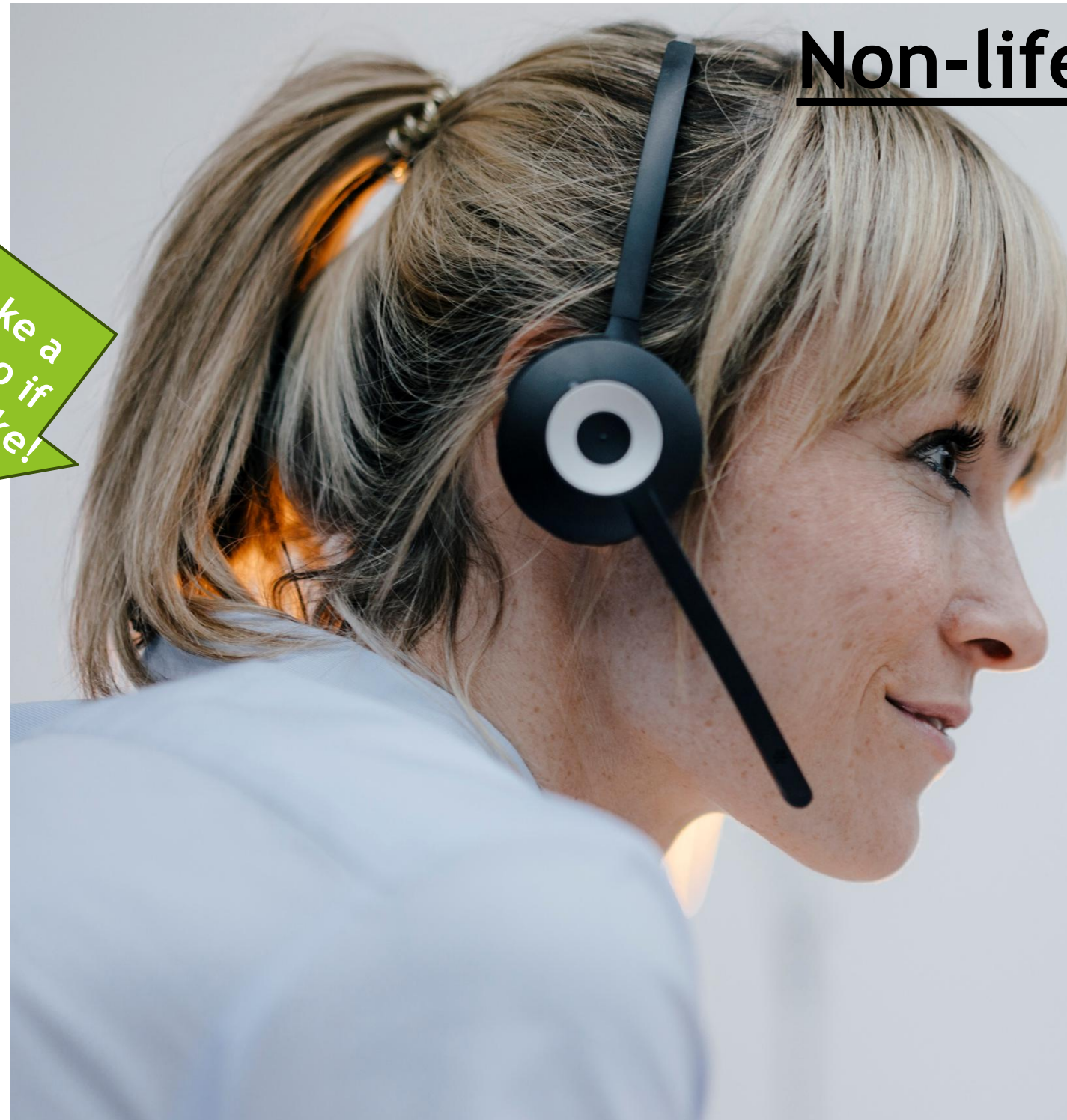
Fire / EMS (Non-Emergency Dispatch): (720) 258-8911

■ Columbia, SC

Police (Non-Emergency): (803) 545-3500 or (803) 252-2911

Fire Department: (803) 545-3700

Take a
photo if
you'd like!



Non-life-threatening Injury Procedure:

1st: Report it to our HR/Safety Team within 1 HOUR of the incident.

- 209-601-8771 or safety@1stle.com

2nd: Call our 24/7 Triage Nurse for medical advice and next steps

- 1-855-811-5702

3rd: Call your manager

- If you don't get a response, call Donnie Silva @ 209-896-7299

4th: Call Jarett Krum @ 209-322-7012



PROMOTION

— P R O G R A M —

Our Goals

- **Provide clear, transparent, and consistent career pathways for installers to succeed and advance.**
- **Establish fair and standardized promotion criteria for field employees.**
- **Objectively validate skill competency through structured evaluations and testing.**
- **Reduce bias in advancement decisions by using consistent and measurable standards.**
- **Ensure all installers are properly trained, knowledgeable, and capable of performing at a high level.**
- **Identify skill gaps and training needs through feedback and performance assessments.**
- **Support structured employee growth and professional development.**
- **Provide oversight and accountability in the evaluation and testing process.**
- **Prevent unnecessary delays in advancement by maintaining an organized testing and review structure.**
- **Build the strongest and most capable installation team in the country through continuous development and high standards.**



Eligibility

All technicians are eligible to participate, including:

- **Service Techs**
- **Installers**
- **Electricians**

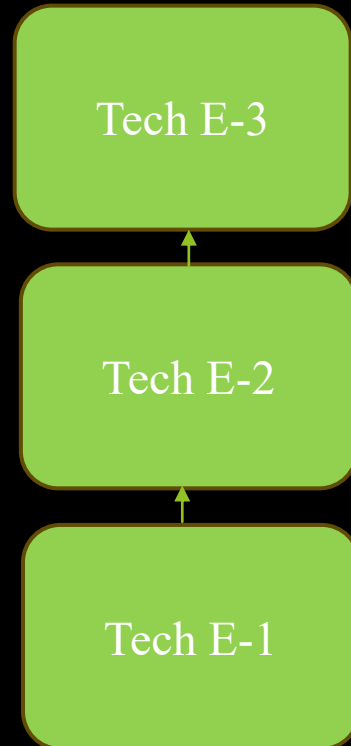


Note: This Program does not guarantee employment or promotions.

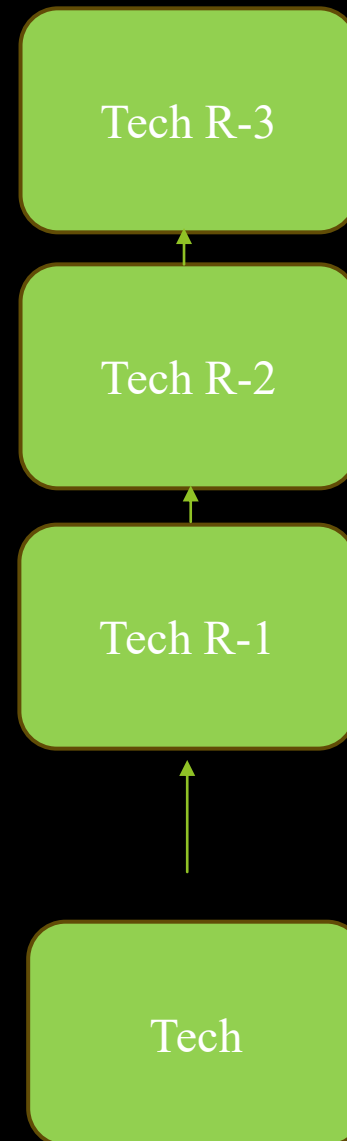
Technical Career Path

- Structured technician ranking system
- Advancement based on written testing and field performance
- Higher rank = higher skill expectation

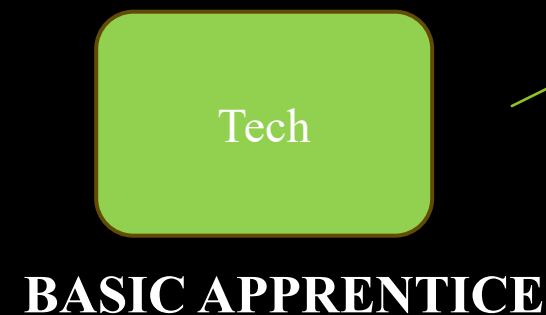
ELECTRICIANS



ROOFERS



SERVICE





First Day Requirement Onboarding Quiz

- Taken on Day 1
- Administered verbally or electronically
- Tests basic job readiness and reasoning
- 100% required to pass
 - If not passed, management will determine next steps according to business needs.



A person wearing a high-visibility orange and black uniform is holding a black power drill. The background is a blurred industrial setting.

Testing Timeline

Advancement Timeline

- Employees are expected to test to hired rank within 90 days of hire
- Advancement above hired rank follows waiting periods
- Managers help determine readiness but are not the ultimate deciding factor

GOAL: Ensure employees progress without unnecessary delays during the first 3 months of employment.



Testing Requirements

Passing Scores:

- Onboarding Quiz: 100%
- Written Tests: 80% minimum
- Field Tests: 100% unless otherwise stated

During Testing:

- No Phones/electronic devices
- No Notes
- No Outside Assistance

Rule Violation?

- Test results being voided
- Disciplinary action in alignment with company policy



Rank Testing Process

Entry-Level Testing Steps (R-1 & E-1):

1. Written Test
2. Field Checklist – Completed by a member of management

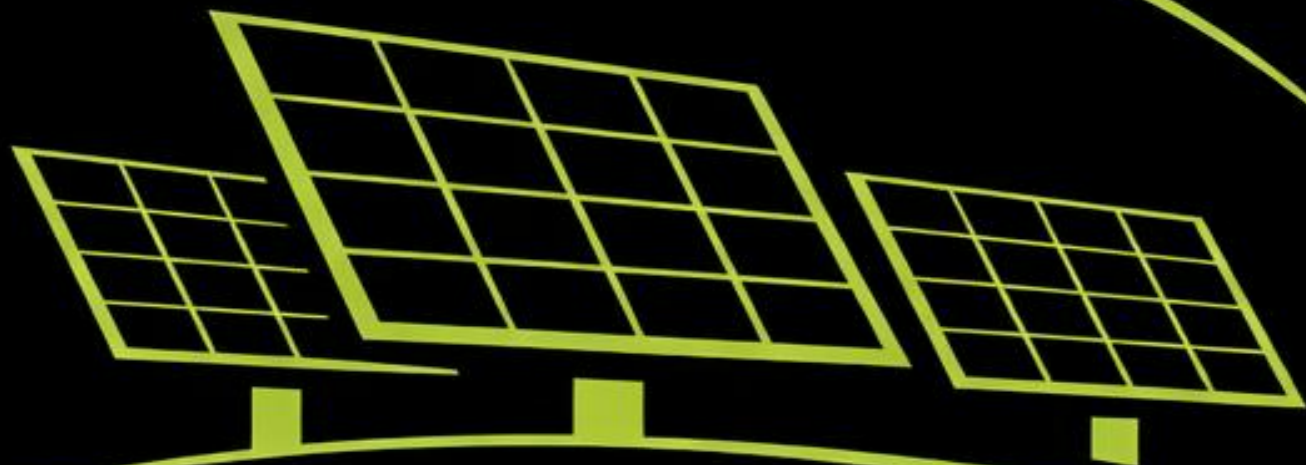
Intermediate Testing Steps (R-2 & E-2):

1. Written Test
2. In-Field Evaluation – Observed closely by a member of management
3. Field Checklist – Completed by a member of management

Professional Testing Steps (R-3 & E-3):

1. Written Test
2. Field Checklist – Completed by a member of management
3. Annual retesting required to maintain rank

***Purpose: Confirmation of competency
and skill-level for each rank.***



Field Test Rules

Field Test Requirements

1. Required for all ranks above our basic apprentice technicians
2. MUST be completed within 60 days of (a passed) written test

If Not Completed Within the 60-Day Deadline

1. Written test results expire
2. The written test must now be retaken and repassed before a field test can begin.

If You Fail a Test (After Your First 60 Days)

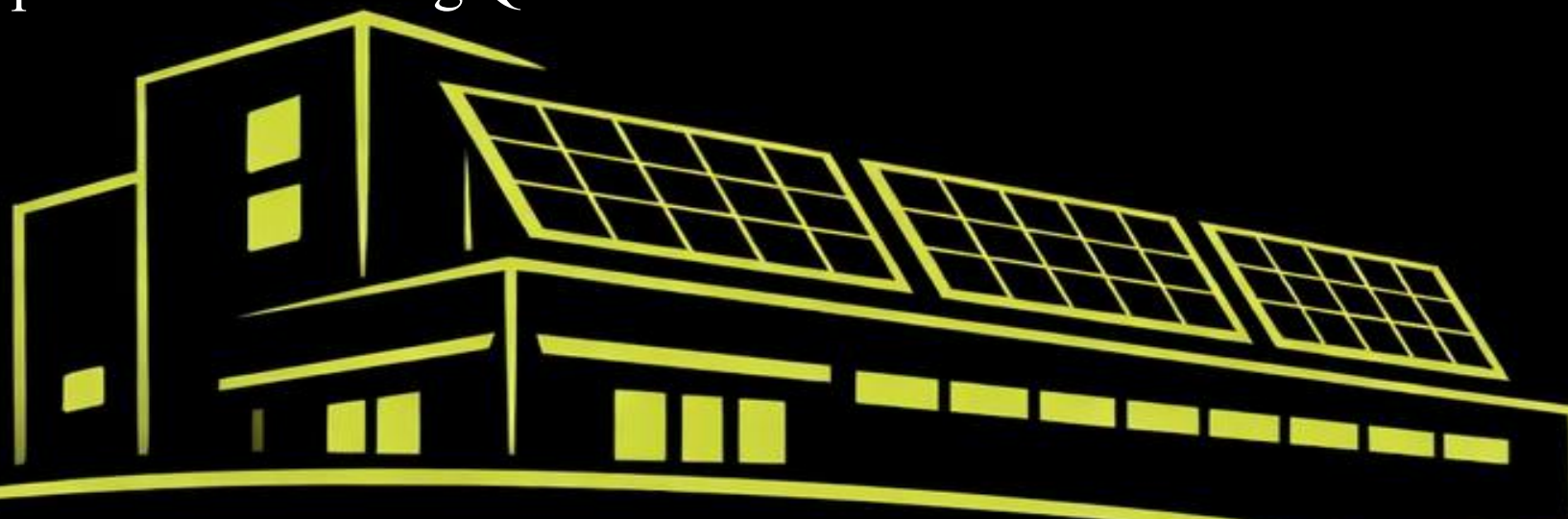
1. There is a 6-month waiting period between testing attempts
2. Unlimited retests allowed
3. Review study guides provided before retesting
4. Exception: Onboarding Quiz



IMPORTANT:

Waiting periods are put in place to ensure each employee doesn't attempt to retake the test over and over again in an attempt to rank up as quickly as possible with minimal studying.

Employees are encouraged to be absolutely sure they are ready before they attempt a test.



Promotion & Pay

When testing is passed:

1. A Status Change form reflecting a title change is submitted to the employee for electronic signature.
2. Once you electronically sign the form emailed to you, our payroll will begin implementing the change in our HRIS.

IMPORTANT

- A title promotion does not guarantee a pay increase
- Pay Raises are approved at management discretion



Final Takeaway



To Advance in Rank:

- 1. Learn the material*
- 2. Pass written tests*
- 3. Pass field evaluations*
- 4. Demonstrate job competency*

**At the end of the day, we are
determined to develop the
strongest technicians in the
industry!**

The background of the slide features a photograph of a residential roof with red tiles and several solar panels. A solid green rectangular banner is positioned across the upper portion of the image, containing the title text in white.

QUESTIONS & ACKNOWLEDGEMENTS

Do you understand your safety responsibilities?

Do you have any other questions?

Before you're permitted to begin working, you must complete your New Employee Safety Checklist!



THANK YOU

Let's work together to help harness the power of the sun
and create a brighter, cleaner, and more sustainable world.

We will now begin the Onboarding Test.