

Jefferson Lab Policy on Environment, Safety, and Health (ES&H) July 2025

Jefferson Lab strives to provide a safe and healthy workplace for its employees, users, subcontractors, vendors, and visitors. No activity is so urgent or important that we will compromise our safety, health, or environmental standards. For this policy to be effective, all stakeholders must fully collaborate in achieving the shared vision expressed herein and demonstrate individual responsibility toward these objectives.

Jefferson Lab executes this policy by:

- Implementing a worker safety and health program that recognizes and mitigates hazards through deliberate planning and a hierarchy of controls
- Empowering everyone working on-site with the responsibility to stop any activity that could endanger people, the environment, or property, and immediately report injuries or concerns without fear of retribution
- Integrating environment, safety, and health (ES&H) management principles into the planning and execution of work by always:
 - Defining the scope of work;
 - Analyzing the hazards to the worker, the public, and the environment;
 - Developing and implementing hazard controls;
 - Performing work within controls; and
 - Providing feedback and continuous improvement
- Fostering a culture of:
 - Integrity - Doing the right thing, even when no one is watching
 - Curiosity - Approaching work with a questioning attitude, particularly when considering potential hazards
 - Humility - Seeking and accepting help to create a safe work environment
 - Leadership - Leading by example, regardless of roles
- Complying with ES&H laws, regulations, and standards
- Protecting the environment by applying sound pollution prevention and waste minimization practices
- Applying Human Performance Improvement (HPI) principles to better recognize and avoid error-prone situations
- Demonstrating that safety and quality are inextricably linked through:
 - Rigorous self-assessment to identify noncompliances and initiate improvement actions
 - Conducting investigations to determine causal factors and meaningful corrective actions
 - Incorporating lessons learned and fostering a culture of continuous improvement and learning
 - Promoting a just culture that strives not to blame, but to understand the reasons why errors occur and reward the anticipation and reporting of potential problems, errors, and near misses

At Jefferson Lab, we care for each other and watch out for each member of the community here on-site. This policy reflects our desire to keep us all safe and enables us to deliver on the lab's mission for the benefit of the nation.



Jens Dilling, Jefferson Lab Director