
POLICY STATEMENTS
Policy No. 24.4
Employee Safety

Effective Date:
February 16, 2018

This policy supersedes Policy No. 24.3 dated October 4, 2011.

I. PURPOSE

The corporate safety policy statement provides the Company's objectives and plans for occupational health and safety. The following issues are addressed:

- A. The Company's commitment to the establishment of a healthy and safe workplace and to the integration of health and safety into all workplace activities.
- B. All employees have a responsibility in maintaining a safe and healthy workplace.
- C. All levels of management will be held accountable for health and safety responsibilities.

II. SCOPE

This policy applies to all employees of MDU Resources Group, Inc. and all divisions and entities directly or indirectly majority-owned by MDU Resources Group, Inc. (the "Company"). This policy shall prevail in the event of a conflict with a safety policy of such a division or company.

III. POLICY STATEMENT AND PROCEDURE

- A. With respect to safety, the Company will conduct business as follows:
 - 1. Provide leadership and necessary resources to enable the workforce to meet improvement objectives and targets. All individuals who supervise, direct or control the work of others are responsible for each employee under his or her supervision and will ensure that all employees work in a safe environment. No task shall be performed that compromises the safety and health of an employee.
 - 2. Inform, train and establish expectations for employees regarding their individual responsibilities for safety and occupational health performance. Employees should be informed and recognize that working safely is a condition of employment and that they are accountable for their own safety as well as the safety of those around them.
 - 3. Include compliance with safety and occupational health performance expectations when evaluating managers and employees for compensation, rewards and recognition.
 - 4. Provide internal standards as necessary for managers and employees where controlling laws do not exist or where performance expectations exceed controlling law.
 - 5. Routinely monitor, assess and report on the Company's safety and occupational health performance.

POLICY STATEMENTS
Policy No. 24.4
Employee Safety

Effective Date:
February 16, 2018

- B. Employees have a responsibility to observe for safety hazards and to correct any hazard that is within their scope of responsibility or immediately report the hazard to their supervisor if correcting the hazard is beyond the employee's scope of job responsibilities. Any employee who is injured on the job or who observes an on-the-job accident or incident that affects another employee must immediately report it to his or her supervisor.
- C. Individual company management shall establish a procedure for contacting the appropriate division, subsidiary and corporate personnel regarding any serious accident or incident as defined in CORP 25.x: Accident/Incident Investigation and Reporting.

IV. ADMINISTRATION

- A. The Chief Executive Officer of MDU Resources Group, Inc. has the responsibility for the overall administration of this Policy. Establishment of administrative procedures for compliance with this Policy is the responsibility of the officers and managers of MDU Resources Group, Inc. and its Business Units.

Reviewed: /s/ Daniel S. Kuntz
Vice President, General Counsel
and Secretary

Approved: /s/ David L. Goodin
President and Chief Executive Officer