

SAFETY POLICY STATEMENT

CMS Energy is committed to the safety and health of employees, customers and the public. We believe no operational priority or service commitment can ever justify endangering the life, safety or health of anyone.

Every employee has the opportunity and responsibility to continually strengthen our foundation of safe, excellent operations.

Employees are the most valuable asset, and the safety and health of every employee is our highest priority. CMS Energy will continually strive to improve safety performance and will maintain a program conforming to safety and health regulations and company requirements.

Each and every employee must become familiar with the program, follow and enforce safety requirements and be an active participant in the safety program. Everyone must work together in promoting safety and taking every reasonable measure to assure everyone goes home safe each and every day. **If a job is unsafe, all employees have the authority and responsibility to stop the job and develop a plan to perform the job safely.**

We look forward to your cooperation and participation.



Patti Poppe
President and Chief Executive Officer



Jean-Francois Brossoit
Senior Vice President Shared Services



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