



## Employee Update on Civil Litigation in Georgia

Earlier this year, Trimac was named in a civil claim filed by a group of individuals in Fulton County, Georgia. Georgia, like most states, has a workers' compensation system designed to compensate individuals who have been injured in the course and scope of their employment. Trimac participates in this process to ensure that when accidents or injuries occur, our employees are provided with the resources they deserve. This group of former employees allege Trimac and others intentionally caused them harm. This is simply untrue.

The health and safety of our employees and the community are paramount at Trimac. We take the claims being made very seriously, including allegations regarding our emphasis on safety and training for the proper handling and disposal of various chemicals. In addition to the regularly scheduled monitoring of our facilities by local, state, and federal agencies, we consult with experts in industrial hygiene and environmental health and safety to review and benchmark our procedures and protocols against industry standards. We have cooperated with the plaintiffs and their counsel and allowed them to conduct their own on-site inspections. In addition, federal agencies recently inspected the same Trimac sites and identified no serious offences.

We are aware of additional efforts under way to garner media attention to this case. Sometimes these reports can be deceiving, showing only portions of video depositions, photographs, and documents. Taken out of context, they leave out key information about the overall testimony and true facts of this case. We know that can be upsetting and make you feel uneasy. In addition, some of our valued team members are being asked to participate in court procedures related to this case, which can be both time-consuming and cause significant anxiety for those individuals. Trimac encourages anyone involved in this process, or those with concerns about what they are experiencing, to utilize our [Employee Assistance Program](#) resources and support services, which remain fully



available to you. Your HR Business Partner is available to help connect you to those resources.

We want to assure you Trimac remains committed to its employees and to providing a safe place to work. We strive to constantly improve our processes and continue our commitment to not only provide proper safety training and equipment for today, but to also explore innovative technologies for tomorrow.

We have and will continue to hold ourselves to the highest standards to ensure that our essential work is performed safely. Safety is a core value at Trimac, and we are committed to ensuring safe operations for both our employees and the communities in which we operate.

If you have any questions or concerns, please reach out to your designated [HR Business Partner](#), or refer to the Politics & Social Media section of Trimac's [Code of Business Conduct and Ethics](#).

Bill Marchbank  
Chief Operating Officer