WORKPLACE SAFETY AND HEALTH

The Venetian Resort ("Venetian" or "Company") values the personal safety and health of all persons working on its premises and maintains a robust program of policies and procedures to maintain a safe and healthy work environment. Compliance with safety-related policies and procedures is the responsibility of all who work on premises to ensure a safe workplace.

The Federal Occupational Safety and Health Act (OSHA) requires that "each employer shall furnish to each of its employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to employees." See 29 CFR 1910 et seq. It is the shared responsibility of the Venetian and all Contractors, Vendors, Suppliers, and other entities providing workers on the premises of the Venetian Resort (hereafter, collectively referred to as "Contractors") to:

- Comply with federal, state, and local occupational safety and health laws, regulations, and standards, and specifically the Federal Occupational Safety and Health Act and Nevada State OSHA Plan;
- Maintain a safe work environment;
- Provide safety and hazard training and hazard communication to employees or workers;
- Maintain accurate safety records in accordance with federal, state, and local occupational safety and health laws, regulations, and standards.

In addition, all Contractors must:

- Maintain necessary safety licenses, permits, or cards, including OSHA 10/30 cards, if required, and ensure all Contractor employees (hereafter, "Personnel") assigned to work at the Venetian has the requisite licenses, permits, and cards prior to beginning work;
- Maintain policies and procedures relating to safety and provide safety training to Personnel;
- Ensure only trained Personnel are assigned to the Venetian;
- Provide required safety equipment, materials, tools, and training procedures to Personnel (unless otherwise agreed by the Contractor and Venetian in writing);
- Report to Venetian any identified safety hazards or risks at the workplace;
- Cooperate with Venetian Team Members to correct or modify work conditions, processes, or procedures to ensure a safe work environment;
- Instruct all Personnel to follow all pertinent Venetian policies and procedures relating to health and safety, which may be updated from time to time.

Contractor Personnel must:

- Maintain necessary safety licenses, permits, or cards, including OSHA 10/30 cards, if required;
- Complete safety training that is pertinent to the work they will perform;
- Properly and safely use safety equipment, materials, and tools;
- Follow proper procedures for handling and using chemical supplies and equipment, including the use of any required PPE;
- Follow proper procedures for use of equipment or machinery, including use of any required PPE;
- Report to Venetian representatives any identified safety hazards or risks at the workplace;
- Cooperate with Venetian Team Members to correct or modify work conditions, processes, or procedures to ensure a safe work environment;
- Comply with all pertinent Venetian policies and procedures relating to health and safety, which may be updated from time to time.