



Safety, Health and Wellbeing

Rain CII places a very high value on the safety, health, and wellbeing of our fellow employees – so much so that Safety and Wellbeing are two of our six *Building Blocks for Success* (the hallmarks of our corporate culture and the behaviors and beliefs to which we are committed as a company).

Our CEO's mission statement for safety:

Rain CII Carbon is committed to ensuring a safe work environment for all employees, contractors, and visitors. We strive to be the industry leader in safety and foster an environment where safe behavior is recognized as a value and a way of life.

We support our safety program in all areas of our work, promote safety awareness, and communicate effectively to ensure its continuous improvement.

Rain CII Carbon has committed personnel in each facility responsible for coordinating the safety program and ensuring that all necessary resources are available to ensure the safety and health of our employees. Our safety program – and the number of full-time employees devoted to Environmental, Safety, and Health (ESH) matters – is one of our most significant areas of growth over the last decade. We recognize the importance of employee involvement in our safety program and encourage it at all levels.

The Employee Wellbeing Building Block

In early 2011 we added a sixth and perhaps the most important Building Block – Employee Wellbeing,

Providing comprehensive wellness programs and a supportive work environment to help our employees and their families improve their overall quality of life.

This sixth building block statement is more than a definition. It establishes the greater mission for health and wellness that Rain CII set out upon several years ago as we began to bring personally enriching programs to our employees and their families. Today those wellbeing programs range from weight maintenance programs, personal fitness consultations, and the 2011 hiring of a full time Wellbeing Program Manager.

Tomorrow we envision an employee culture that understands and is supported in all areas of personal wellbeing from health and fitness to spiritual and psychological wellness to healthy connections with loved ones and members of our communities who are in need.

For further information on our safety program please contact [Larry Minton](#), the ESH Director based in our Covington, Louisiana, office.

For further information on the world of Wellbeing at Rain CII contact [Kathy Lamkin](#) in our



Covington, Louisiana, office.

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