

Workplace Safety Policy

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Version: Final

Division: Human Resources

Audience: All

Issuing Department: Employment & Labor Relations

Purpose

This policy provides safety guidelines which will ensure a safe and healthy environment.

Scope

This policy applies to all MGM Resorts International employees, and is adopted by and applicable to all employees of MGM Resorts International subsidiaries and/or affiliated entities (“the Company”).

Policy

MGM Resorts complies with all local, state, and federal safety laws to maintain a safe and healthy workplace for all employees and guests. Managers and supervisors are responsible to ensure that all policies and procedures are carried out. Employees also share in the responsibility to perform their duties in a safe manner and to bring any hazardous condition to the attention of their supervisor.

Safety standards are in place to ensure that during an emergency, danger to our employees and guests is minimized. These standards are designed to promote a safe and secure environment and to encourage employees to remain and react in a calm and professional manner during an emergency.

The procedures outlined below explain the responsibilities of all employees that must be followed during an emergency. More specific emergency/safety procedures may be outlined in resort-specific policies and procedures including, but not limited to, the following:

- General Emergency Procedures
- Fire Alarm System Procedures
- Evacuation Procedures
- Specific Emergency Procedures

Failing to follow these procedures may result in disciplinary action, up to and including separation of employment. Management may determine that an employee not following certain safety procedures that are not included in this policy also warrants disciplinary action, up to and including separation of employment.

Procedure

- I. Each supervisor shall be constantly alert to protect the safety and health of his/her employees and guests of the hotel. The supervisor's responsibilities include the inspection of the work area under his/her control, familiarity with all safety and health procedures and training of employees in matters of health and safety.
- II. Each manager and supervisor will ensure a safe work place by:
 - A. Assuring compliance with all applicable safety and health standards established by the Occupational Safety and Health Act (OSHA).
 - B. Supervisors and managers are not allowed to give employees instructions that deviate from OSHA guidelines. Any employee who is instructed by his/her superior to conduct a task in a manner that conflicts with the OSHA guidelines, must immediately report the infraction to the Safety Coordinator, Safety Manager or Safety Director.
- III. All observed safety and health violations and any accidents resulting in injuries to employees or customers shall be reported immediately to the Security Department.
- IV. Only supervisors and managers are authorized to act as the Company's representative during an inspection by OSHA at an MGM Resorts property. If an employee is approached by an OSHA inspector about conducting an inspection of the property, he/she must immediately contact his/her supervisor and the Safety Coordinator, Safety Manager, or Safety Director.

Reporting procedure

- I. All violations of any Safety Procedure or any observations of a safety hazard or incident are to be reported to the employee's direct supervisor and the Safety Coordinator, Safety Manager, or Safety Director.

Release of emergency information

- I. Employees are not allowed to make statements or release information to the media, guests, or to other employees regarding any emergency situation in the hotel or on the property.
- II. All inquiries should be referred to the MGM Resorts Public Affairs department.

Supporting documents

N/A
