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Injury and Illness Prevention Policy Statement

"It is the policy of Tephra Environmental to provide a work environment that is inherently safe. The safety and health of our employees is of primary importance as they are our most important resource.

Safety requires a commitment from all personnel within our organization.

We have developed a comprehensive safety program that addresses our specific safety concerns and provides guidance for the performance of our individual job tasks within the framework of appropriate Occupational Safety & Health Administration (OSHA) standards. Our goal is an accident-free workplace with zero accidents and occupational diseases.

All employees will receive interactive safety training using the information contained in this safety program. For this training we may have safety meetings, on-the-job training, on-line courses, formal instruction, and/or any other relevant methods needed. Any additional training required by specific trades will also be required for affected employees.

Safety training needs will be identified by continual reassessment of our work methods, equipment, and workstations, as well as employee and management input.

Frequent and regular job site inspections will be conducted by supervisory personnel and/or other competent persons. Employees in violation of our established safety procedures will be subject to our disciplinary procedures. Observation of unsafe acts will be addressed immediately.

On every job site there will be a competent person, by virtue of training or experience, who will have the authority to stop work. Additionally, all employees have stop work authority for their immediate task if they are aware of a safety hazard that cannot be immediately corrected. If an employee stops work for an unresolved safety hazard, the supervisor will be contacted immediately.

Only employees qualified by training or experience are permitted to operate equipment and machinery. All operator/owner manuals will be readily available and the safety procedures contained therein will be followed.

Equipment and machinery will be inspected prior to use and, if defective, tagged out of service. Manufacturer's warning labels on all equipment will not be removed, painted over, or defaced.

Emergency medical response will be available on every job site either by an emergency rescue service within reasonable distance, by time, or an assigned emergency responder."