## INJURY AND ILLNESS PREVENTION PROGRAM FOR HPEVS

**COMPLIANCE**
Management is responsible for ensuring that all safety and health policies and procedures are clearly communicated and understood by all employees. Supervisors and lead personnel are expected to enforce the rules fairly and uniformly.
All employees are responsible for using safe work practices, for following all directives, policies and procedures, and for assisting in maintaining a safe work environment.
The following is our system of ensuring that all workers comply with the rules and maintain a safe work environment:

* Informing workers of the provisions of our IIPP;
* Evaluating the safety performance of all workers;
* Recognizing employees who perform safe and healthful work practices. This recognition is accomplished by: 1. informal recognition of safety practices, 2. material recognition in the form of gifts, services and money including raises and bonuses 3.employees who make a significant contribution to the maintenance of a safe workplace, as determined by their supervisors, will receive written acknowledgment of such contributions which will be maintained in the employees' personnel files. All information will be taken into consideration in opportunity for promotion.;
* Providing training to workers whose safety performance is deficient;
* Disciplining workers for failure to comply with safe and healthful work practices. The following outlines our disciplinary process: 1. Verbal warning 2. Written warning for more severe or repeated violations 3. Suspension w/o pay, if written warnings do not prove to be sufficient. 4. If none of the above measures achieve satisfactory corrective results, and no other acceptable solution can be found, the company will have no choice but to TERMINATE employment for those who continue to jeopardize their own safety and the safety of others.
* Other means that we use to ensure employee compliance with safe and healthful work practices include: 1. Peer mentoring 2. Job shadowing while in training