

POLICY

The compliance of all employees with Hawk Energy, LLC Safety and Health Program is mandatory and will be considered a condition of employment. All safety rules, procedures, and plans in effect are to be followed as specified in the safety program. Employees found to violate Company safety policy may be subject to penalty.

RESPONSIBILITIES

David Slim is the supervisor for disciplinary actions and any employee in a position of management or supervisory capacity may initiate disciplinary action against any employee found to violate Company policy. Not following verbal or written safety procedures, guidelines, rules, horseplay, failure to wear selected Personal Protective Equipment (PPE), abuse of selected PPE, etc. constitutes a safety violation.

TRAINING

The importance of safe work practices and the consequences of failing to abide by safety rules will be covered in the New Employee Safety Orientation and at Tailgate/Toolbox Safety Training. This will help ensure that all employees understand and abide by The Company's safety policies.

Employees who are observed performing unsafe acts or not following proper procedures or rules will be retrained by their foreman or supervisor. A Safety Contact Report may be completed by the supervisor to document the training. If multiple employees are involved, additional safety meetings will be held.

PROCEDURES

The following outlines the disciplinary measures which will be taken against employees found to be in violation:

Periodic safety inspections of the workplace and equipment will be undertaken to ensure that all personnel, including supervisory positions, are demonstrating the required commitment to safety. General neglect of safe work procedures, practices, and requirements in the workplace, or neglect of equipment safety, will be viewed as a lack of supervisory enforcement of safety policy and the appropriate supervisor/management personnel will be subject to the same disciplinary procedures described below.

These programs will be used for employee compliance with the safety program and all safety rules: training programs; retraining; optional safety incentive programs and disciplinary action.

Safety Incentive Programs

Although strict adherence to safety policies and procedures is required of all employees, The Company may choose to periodically provide recognition of safety-conscious employees and job sites without accidents through a safety incentive program.

Disciplinary Action

The failure of an employee to adhere to safety policies and procedures established by Hawk Energy, LLC can have a serious impact on everyone concerned. An unsafe act can threaten not only the health and well-being of the employee committing the unsafe act but can also affect the safety of his/her coworkers and/or customers. Accordingly, any employee who violates any of The Company's safety policies will be subject to disciplinary action.

When a "Safety Violation Notice" is issued, appropriate supervisory personnel will meet with the employee(s) to discuss the infraction and inform the individual(s) of the rule or procedure that was violated and the corrective action to be taken.

Note: Failure to promptly report any on-the-job accident or injury, on the same day as occurrence, is considered a serious violation of the Company's Code of Safe Practices. Any employee who fails to immediately report a work-related accident or injury, no matter how minor will be subject to disciplinary action.

Employees will be disciplined for infractions of safety rules and unsafe work practices that are observed, not just those that result in an injury. Often, when an injury occurs, the accident investigation will reveal that the injury was caused because the employee violated an established safety rule and/or safe work practice(s).

In any disciplinary action, the foreman will be cautious that discipline is given to the employee for safety violations, and not simply because the employee was injured on the job or filed a Workers' Compensation claim.

Violations of safety rules and the Code of Safe Practices are to be considered equal to violations of other Company policies. Discipline for safety violations will be administered in a manner that is consistent with the Company's system of progressive discipline. If, after training, violations occur, disciplinary action will be taken as follows:

- Oral warning. Documented, including date and facts on the "Safety Warning Report" form. Add any pertinent witness statements. Restate the policy and correct practice(s)
- Written warning. Retrain as to correct procedure/practice
- Written warning with suspension
- Termination

As in all disciplinary actions, each situation is to be carefully evaluated and investigated. The particular step taken in the disciplinary process will depend on the severity of the violation, employee history, and regard for safety. Foremen and superintendents will consult with the office if there is any question about whether or not disciplinary action is justified. Employees may be terminated immediately for willful or extremely serious violations. Union employees are entitled to the grievance process specified by their contract.

Note: Consistency in the enforcement of safety rules will be exercised at all times.

Employee Safety Warning Report

Employee's Name			Position	
Date of Warning		Violation Time		Violation Date
Supervisor			Department	
Type of Warning	<input type="checkbox"/> Verbal	<input type="checkbox"/> Written	<input type="checkbox"/> Serious	<input type="checkbox"/> Other:
Type of Violation	<input type="checkbox"/> Unsafe Act	<input type="checkbox"/> Improper Safety Attire	<input type="checkbox"/> Unsafe Condition	<input type="checkbox"/> Other:
Supervisor's Statement:				
Employee's Statement				
I <input type="checkbox"/> AGREE / <input type="checkbox"/> DISAGREE with the Supervisor's statement (explain below)				
Previous Warnings				
First Warning	Date	Warned by:	Retrained? <input type="checkbox"/> Yes <input type="checkbox"/> No	Date Retrained:
Reason for Warning:				
Second Warning	Date	Warned by:	Retrained? <input type="checkbox"/> Yes <input type="checkbox"/> No	Date Retrained:
Reason for Warning:				
Third Warning	Date	Warned by:	Retrained? <input type="checkbox"/> Yes <input type="checkbox"/> No	Date Retrained:
Reason for Warning:				
The Supervisor must complete this form immediately after the employee has been interviewed. A decision must be made on the following to ensure violators will not participate in the current safety incentive program.				
<input type="checkbox"/> No further action	<input type="checkbox"/> Suspension	<input type="checkbox"/> Suspension from current safety incentive program	<input type="checkbox"/> Dismissal	<input type="checkbox"/> Other:
Acknowledgement				
I have read and understand this warning decision.				
_____ Employee's Signature			_____ Date	
_____ Supervisor's Signature			_____ Date	
Copy Distribution:	<input type="checkbox"/> Employee	<input type="checkbox"/> Employee's Supervisor	<input type="checkbox"/> Personnel Department	<input type="checkbox"/> Safety Committee
Submit this form for review at the next Safety Committee meeting.				
Safety Committee Notes:				

