

2022 Safety Committee Report

Contact: safety@mosaicecology.com

Committee Structure & Responsibility

The Safety Committee is responsible for increasing the general safety of our work operations. The committee researches, implements, and communicates evolving laws and recommendations from government agencies. The committee does so through monthly trainings, providing educational materials, implementing safety protocols, researching best practices, and purchasing safety supplies and equipment. The overall goal of the safety committee is to increase workers' safety, prevent injuries and illness in the workplace, and provide employees the education and training they need to be the healthiest version of themselves. Employee safety is not achieved through a single policy or workplace meeting, it is achieved through a strong company culture of safety. The safety committee is a means where all employees can go to express safety concerns, acquire information, and make suggestions to help improve workplace safety. The safety committee is composed of three to five employees who meet quarterly to review and discuss safety standards, safety concerns, incident and injury reports, and areas in need of improvement.

2022 Accomplishments

- **Conducted a total of 13 safety trainings.**
 - Delivered monthly trainings to educate employees on common workplace hazards and associated safety standards.
 - Provided advanced trainings for leadership on topics such as ATV use, injury and incident procedures, and safe driving practices.
- **Implemented Oregon OSHA's rules on protection from wildfire smoke.**
 - Created compliant company protocols.
 - Immediately communicated rules to employees through an all-company training.
 - Trained employees to detect hazardous air quality and signs of exposure.
 - Researched and purchased PPE to protect employees from smoke hazards and delivered training on proper use and maintenance.
 - Provided proper smoke PPE to employees free of cost.
- **Adjusted company Covid-19 policies according to recommendations from CDC and Oregon OSHA** regarding mask wearing and social distancing.
- **Promoted 100% Vaccination Rates of Mosaic Staff regarding Covid-19.**
 - Supported employees with paid time to receive all updated boosters during regularly scheduled work hours.

2023 Goals

- **Certify all employees in First Aid/CPR/AED training.** Mosaic Ecology is dedicated to protecting the health and safety of all our employees and can easily improve the safety

of all our employees by officially certifying crew members and seasonal employees on First Aid/CPR/AED.

- **Continue to incorporate employee feedback on existing safety policies.** Employees who are in the field each day, following our established safety policies provide the greatest insight to policy efficacy. We will continue to ask for and incorporate employee feedback on safety policies.
- **Increase hours allocated to our internal training program.** Started in 2021, we hope to further formalize our employee training program. By teaching employees how to properly and safely cut, apply herbicide, plant, and conduct manual labor we hope to reduce the change of injury, while increasing the quality of our work product. We will be allocating more hours to the development and implementation of our training program.
- **Hold a white water and boater training class.** Work with an education based company to train a group of employees on white water and boating safety.