

Injury and Illness Prevention Program

Program Objectives, Structure and Participants

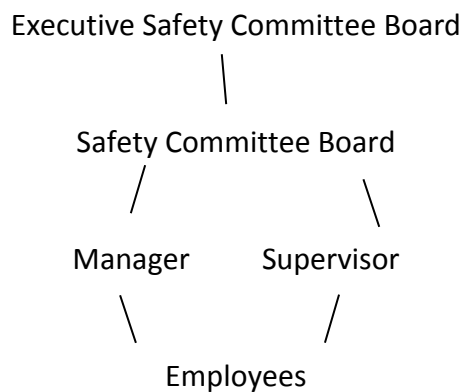
OBJECTIVE

We at ARIZONA FOAM believe that safety should and will be a proactive movement within the company. The safety of all of our employees is first and foremost in our daily activities. Not only is safety first and foremost, but it is a requirement of this company that all employees act safe, feel safe and are able to be proactive with safety requirements and ideas. ARIZONA FOAM has an open door policy regarding safety, procedures and implementation.

STRUCTURE

Our safety program is outlined concisely and clearly for all employees to read and understand. The safety program is available to all employees regardless of their position or employee in the company.

Any injury, accident or request's, comments or ideas are directed to supervisors, managers, safety directors and Safety Committee Board Members and to the Executive Safety Committee Board Members:



This reporting and comment structure is open to all employees regardless of position held within the company and any employee can bypass Supervisor and Manager and go directly to the Safety Committee Board without fear of retribution.

PARTICIPANTS

All employees are considered and encouraged to be participants in the safety program. Outlined in the program are responsibilities and authority for safety to all employees, foremen and supervisors.

INJURY AND ILLNESS PREVENTION PROGRAM POLICY STATEMENT

- We believe that preventing employee accidents and property damage is vital for the well-being of our company and its employees, as well as for the overall efficiency of our operations. We believe that no job is so important, and no service is so urgent, that we cannot take time to perform work safely.
- It is our policy to conduct business in a manner that includes proper consideration for safety, health, fire prevention and control or property damage in everything we do. We believe that this conduct includes compliance with safety and health legislation designed in the best interest for all of us.
- To complete successfully, we must continually strive for excellence in quality, productivity, and safety. We believe that the right way to do any job includes all three.
- All managers are expected to provide the leadership necessary to accomplish this goal. All employees are expected to conduct themselves responsibly by following safety rules and procedures and by performing their jobs in a manner that our company has established as the right and safe way.
- To help ensure the continued good health of all, we encourage all employees to dedicate themselves to reducing or eliminating all causes of accidents and to work with management toward our goal of zero preventable accidents in our workplace.

Thank you for supporting the safety policy of our company.

Jim Perkins
President

Greg Perkins
Owner

Steven J. Perkins
CEO

GENERAL CODE OF SAFE PRACTICES

It is the policy of this company that everything reasonably possible will be done to protect our employees from accidents and injuries while on the job.

1. All employees will follow these safe-practice rules, assist safe operations in every which way you can and report all unsafe conditions and practices to your supervisor.
2. All employees will be given frequent accident-prevention instruction.
3. If you are known to be under the influence of alcohol and / or drugs, you will not be allowed to work while in that condition.
4. If you are known to be so tired, ill or upset that your ability or alertness is impaired enough to expose you or others to injury, you will not be allowed to work.
5. Make sure that all guards and other protective devices are in place and correctly adjusted and report deficiencies promptly to the supervisor.
6. Horseplay, scuffling and similar acts that tend to endanger the safety or well-being of other employees is prohibited.
7. Think SAFETY. Plan ahead and be sure that adequate supervision is available when working with equipment or handling heavy loads.
8. Do not handle or attempt to repair any electrical equipment, machinery or air / water lines unless this is your job or unless you have received instruction from your supervisor in safe practices to be followed.
9. Practice good housekeeping at all times.
10. Supervisors will hold regular safety meetings, which all employees will be required to attend.
11. Report all injuries and near misses promptly to your supervisor so that arrangements can be made for medical and / or first aid treatment.

Supervisors will insist that employees comply with every rule, regulation and order that applies to doing their jobs safely and they will take necessary action to ensure that employees follow the rules set forth.