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**INTERNATIONAL
DECORATORS INC.**

Safety Enforcement

We have multiple safety policies and procedures in place for our employees to follow to help prevent injuries from occurring. We also perform ongoing safety training with our employees so they have the safety knowledge to perform their tasks in a safe manner. We also man our projects with Safety Coordinators to help oversee safety at the project and to help ensure our employee's safety. However, there are times though that employee's don't always follow good sound safety procedures for one reason or another. That is where our safety enforcement policy comes into play.

We use what we call a 3-Step Safety Warning Plan to help reinforce our safety program. If an employee is observed performing an unsafe act or to not be following a safety policy; on their first offense, they are issued a 1st written safety warning by our Safety Director. The Safety Director has a discussion with the employee about what they were doing wrong and what corrective measures or corrective behavior's are to be implemented. The Safety Director and the employee both sign the Safety Warning Form. The Safety Director gives the employee a copy of the warning form and a copy is sent to our Owners and the employee's Superintendent. It is also documented and explained to the employee what should happen if they receive a 2nd written safety warning for an unsafe act. If they receive a 2nd written safety warning within 12 months of their first one, they are then immediately suspended without pay for up to 2 days, up to and including possible termination. The employee is advised that he/she must attend a meeting with one of our Owners, their Superintendent and our Safety Director for a safety discussion before being allowed to return to work. This meeting is to help reinforce how serious we are about our employee's safety. We use this meeting as an avenue to help correct the employee's safety behavior so that there are no reoccurrences. Should an employee receive a 3rd written safety warning within 12 months of their first written safety warning; they are again immediately suspended without pay for an indefinite time period, up to and including possible termination. They are then required to attend a safety discussion meeting with one of our Owners, their Superintendent and our Safety Director to discuss why the employee has had 3 safety violations in a 12-month period. During this meeting, it is determined as to whether or not we will continue to employ the employee if we feel this unsafe behavior can be corrected and if not, the employee will no longer remain an employee of International Decorators.

We have found that this 3-Step Safety Warning Program has been very successful in deterring employees from committing unsafe acts. It is now very rare that we have to use this enforcement tool as our employees now know the ramifications of not working in a safe manner. Overall, our employees now understand our Safety Culture and working safely has become second nature.