



HEALTH AND SAFETY INITIATIVE

Thousands of workers die each year and many, many more suffer injury or illness from conditions at work.

Reducing losses is a goal that NovelE shares with OSHA. While we may see this goal in a slightly different light, it remains a common bond. NovelE places a high value on the well-being of their employees. Job safety and health are an integral part of our everyday operations.

1) *Dedication*

To demonstrate management's dedication to health and safety, each company meeting will begin with a Health and Safety Moment. Liza Grudin, Health and Safety Coordinator will be responsible for setting health and safety policy for the company and personally review all inspection and accident reports to ensure that follow up occurs in a timely manner. Management will lead by example following health and safety procedures.

2) *Incentives*

Job Hazard Analysis (JHA) categories will be reviewed during each field event. For every full week of fieldwork on a job site, one JHA will be created. Allowing additional field time for the creation of JHA is one way to expand and focus on health and safety in the field.

- Employee teams will be provided with a \$50 bonus for completion of a JHA evaluated and included in the template Site-Specific Health and Safety Plan. The employee team consists of the project manager, office staff and field staff that participate and organize the JHA creation.

Company Policy:

NovelEolutions, Inc. (NovelE) is committed to the health and safety of our employees. We vow to conduct our work safely and protect the lives of our staff, neighboring operations, and the ecology of the surrounding areas. Our goal is to help protect the environment from anthropogenic contaminants and harm none in the process. Each employee of NovelE is empowered to do their part in making health and safety a priority.



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- Employees without a lost-time accident for one year will receive their choice of a NovelE button-down shirt, fleece jacket or sweater. Project manager and supervisor evaluations will include field staff on their job sites. Part-time employees will be evaluated based on equivalent hours worked.
- Employees without a lost-time accident for five years will receive a voucher for a two-night hotel stay. Project manager evaluations will include fieldwork on their job sites.
- Employees without a lost-time accident for ten years will receive a weekend vacation package. Project manager evaluations will include fieldwork on their job sites.
- Significant steps toward health and safety procedural changes, project field scope evaluations for health and safety, and overall diligence will be rewarded by lunches, cookouts and happy hour events at the discretion of the President, Liza Grudin. We encourage you to share your health and safety moments!

If you treat people with dignity, they will value their work product and take pride in their communities.