

SAFETY RULES AND REGULATIONS FOR

1. All accidents, no matter how slight, must be reported to your supervisor IMMEDIATELY.
2. Any employee injured on the job or requiring medical treatment must first report the injury to her/his supervisor. If your injury requires an Emergency Room visit, then a drug and alcohol test must be performed. If you go to the Emergency Room or to a physician on your own, you may be responsible for expenses incurred. The company has the right to refuse payment when the company has approved a medical provider for treatment and you elect to use the services of another physician without obtaining consent from the company.
3. Personnel protective equipment (i.e., hard hat, cut resistant leg protection, eye protection, ear protection, gloves, etc.) will be provided by the employer and must be worn in designated areas at all times.
4. All workers must wear adequate and proper fitting footwear. Tennis shoes, platform shoes, sandals, etc. are not acceptable.
5. A zero tolerance drug and alcohol policy is in effect – see Company Drug and Alcohol Policy.
6. HORSEPLAY and running shall not be permitted on the premises, to include all work areas in/outside the buildings and parking lots.
7. Equipment shall be LOCKED AND/OR TAGGED OUT prior to performing maintenance, making any adjustments, or removing debris. Allow coast down time so all parts completely stop moving before starting work. Make sure the equipment is at a “zero energy” state.
8. If you are unfamiliar with an operation or machine, you must first check with your supervisor prior to proceeding.
9. Physical violence will not be tolerated; violations will include disciplinary action up to and including termination.
10. Pre and post trip inspections of equipment/vehicles must be completed daily.
11. Any unsafe condition noted must be reported to your supervisor, who is responsible for having the conditions corrected prior to proceeding.
12. Log sheet/time card sheet is to be completed daily.
13. Three points of contact rule must be used at all times when entering and/or exiting equipment or vehicles.

14. Employees must wear seat belts when tractor-trailers, service trucks, or other vehicles are being operated or when riding as a passenger in a company vehicle.
15. Unauthorized passengers are prohibited on all company vehicles and equipment without prior approval from management, i.e., hitchhikers.
16. All truck drivers must comply with all State and Federal Motor Carrier Safety Administration (FMCSA) statutes and regulations relating to highway safety (i.e., speed & weight limits, drive time, flagging, tarps, signage, etc.).
17. Ensure safety for yourself and your vehicle while on a customer's property in regards to terrain; hazards that could cause damage to vehicle and or property; and know the vehicle height in order to recognize potential overhead hazards, etc.
18. Clear vehicle of debris after being loaded and after unloading, i.e. mulch, bark, dirt, sand, etc.
19. Employees shall not talk, signal, or distract in any manner another employee while they or you are operating moving and/or mobile equipment, i.e., chain saws, skidders, loaders, feller bunchers, etc.
20. Workers must keep a minimum distance of at least two tree lengths between themselves and logging equipment.
21. While on the work site, employees observe and avoid overhead hazards, i.e., lodged trees, broken or hung limbs, loading operation, etc.
22. Never load log where the top logs are more than 1/2 the height of the diameter above the stationary standards. The load must be rounded in the middle so as to secure and balance the load. The driver is responsible for the load and is responsible for communicating any correction to the load (i.e., too high, too heavy, etc.) to the loader operator to be corrected.
23. Employee must be aware of power lines while entering and exiting job sites and while strapping downs loads.
24. At the deck - drivers can only remain in the cab of the truck if logs are not swung over the cab. Drivers that remain in the truck during loading or unloading operations must stay in the cab and must not enter and exit vehicle while it is being loaded/unloaded. Rules for individual mills or logging jobs may require all drivers to exit the truck during loading/unloading operation.
25. Truck drivers that leave the cab must remain at a safe distance away from the truck during loading or unloading.
26. When in the immediate vicinity of a log truck each employee shall constantly be aware of, and position himself in such manner so as to insure that he will not be struck by material falling from the truck.

- 27. Smoking is not allowed during fueling operations.
- 28. Each employee will be trained in, and required to use, proper lifting techniques and body mechanics. When confronted with lifting and/or moving any object for which the employee must exert more force than that required in the normal performance of his routine duties, he is to either seek the assistance of an adequate number of employees to lift and/or move the object in a safe manner, or lift and/or move it by mechanical means.
- 29. Employee must abide by all Federal & State laws, also Company Policy concerning cell phone and electronic device usage.

NOTE: These safety rules have been developed for the protection of your safety and health. Abiding by these rules will make our operation more efficient and successful; however, repeated violation of these safety rules will be grounds for termination of employment. In some states, violating safety rules that cause an injury can result in the denial of the claim. The following actions may be taken for repeated violations:

First Offense: _____

Second Offense: _____

Third Offense: _____

Other disciplinary actions:

I have read and understand the safety rules listed above and agree to comply with the company's safety requirements.

EMPLOYEE SIGNATURE:

DATE:
