

Zero Injury Incentive Program

At *(your company's name here)*, safety is our top priority, so to promote overall safety awareness and reward our employees for their efforts towards working accident free and with good attendance, we are implementing a Safety Rewards Program.

HOW THE PROGRAM WORKS:

- 10 points are awarded to every employee for each full month of injury free work.
- For every month our company is accident free, each employee will receive 5 additional bonus points.
- For every month there are less than 12 company wide absences (excluding prescheduled vacation), all employees will be given an additional 5 bonus points.
- 5 bonus points will also be awarded for random on-site safety inspections where all employees are compliant with the company's safety guidelines.
- Each point is worth \$1.00 towards required safety gear or work related tools and equipment.
- Employees can earn up to a maximum of 300 points per year.

RULES:

- If an employee incurs a reportable work-related injury, as deemed preventable by the safety committee, zero points are awarded to the employee in the month of the injury. 10 points will also be deducted from the employee's year-to-date accumulated balance.
- An employee who incurs 3 or more injuries is disqualified from the program for the year.
- Employees will be disqualified from the program if they are in violation of our attendance policy per the employee handbook.
- If an employee is cited for a safety infraction as decided by the Safety Committee, no points will be awarded to that employee for the month
- Points may be redeemed as earned in April, July, October and January. All points must be redeemed for prior calendar year, they cannot be carried over.
- If employment with our company is terminated, for any reason, all points are forfeited.

The company reserves the right to cancel or amend this program at any time without prior notification.