



SAFETY AND INJURY PREVENTION POLICY

TrueBlue, Inc. is committed to providing a safe work environment. As an employee, you are expected to take responsibility for your safety and that of others in the office and on the jobsite, and to follow established safety procedures. You will receive safety training as appropriate. By participating, you'll learn helpful safety tips to benefit both yourself and others.

ON-THE-JOB-INJURIES

If we all work safely, injuries can be prevented. In the event you are injured, please follow the steps below to ensure that you receive immediate care from a qualified facility:

1. If it is a life threatening injury, call 911.
2. Treatment for all non-life threatening injuries must be obtained at the Company approved medical facility (unless otherwise provided by state law). Cost incurred for medical attention sought for non-life threatening injuries other than those approved by the Company may not be reimbursed.
3. TrueBlue staff must immediately report all work-related accidents within a 24 hour time period of the accident.
4. For any injury other than a first aid, the Company's drug and alcohol policy requires a drug screen to be taken at an approved drug collection facility within 24 hours (unless otherwise provided by law). Failure to submit to a post accident drug screen as indicated may result in immediate termination.
5. As soon as possible following the injury, you must complete an incident report form at the nearest brand office.
6. If you are injured during the performance of your duties and are unable to complete the day's scheduled working hours because of such injury, you will be compensated for a full day's work.

WORKPLACE SECURITY MEASURES

In an effort to fulfill this commitment to a safe work environment for employees, customers, vendors, and visitors, a couple of simple rules have been created. These are:

1. Access to the Company's property is limited to those with a legitimate business interest.
2. All employees must use assigned forms of access (i.e. key, key card, key pad, etc.) for entry through the office doors.

ALL WEAPONS BANNED

The Company specifically prohibits the possession of weapons by any employee while on company property. State laws should be observed with respect to the storing of fire arms in personal vehicles. In no event should a firearm be stored in a vehicle driven onto a customer site.

Weapons include guns, knives, explosives, and other items with the potential to inflict harm. Appropriate disciplinary action, up to and including termination, may be taken against any employee who violates this policy.

All employees should remember that workers' compensation fraud is a felony in most states such as California, punishable by up to five (5) years in state prison and a fine of up to \$150,000.00. When an employee makes a workers' compensation claim knowing that the injury or illness is not work related, it is a felony. When an employee allows a doctor, therapist or attorney to use the claim to make money by exaggerating the need for treatment or benefits, it is also a felony. Workers' compensation fraud costs companies thousands of dollars per



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year – money that could otherwise benefit hard-working employees. The Company will take all actions necessary to prosecute cases of workers' compensation fraud.

SEE BELOW FOR SPECIFIC BRAND RELATED POLICY INFORMATION

CLP: CLP staff employees must immediately report all work-related accidents by telephone to the 24 hour call center (888-217-8024) utilizing the WC Incident Reporting script provided and by E-mail to the CLP Senior Safety Manager at safety@clp.com.

PlaneTechs: PlaneTechs staff employees must immediately report all work-related accidents to their supervisor or by telephone to the Workman's Compensation Department at (800) 669-5627 x219.

Centerline: If you are injured while working, report it immediately to the Field Compliance Manager or Director of Transportation & Safety.

Labor Ready: Many jobs require basic personal protective safety equipment. If the temporary employee does not have the required personal protective safety equipment upon dispatch, they will be issued the proper PPE, when applicable. Temporary employees may be responsible to provide their own work boots when branches are not able to supply the boots. Employees will also be required to sign the Equipment Advance Slip, which includes a disclosure statement acknowledging they are aware of the policy. It is required that this policy be available in all branch locations, and may be viewed by temporary employees upon request.

Personal Protection Equipment (PPE) includes but is not limited to safety glasses, goggles, hearing protection, hard hats, gloves, steel toe boots, and clothing appropriate and protective of the identified hazards of the work area.

RESPONSIBILITIES

- The Branch Manager is responsible for maintaining the proper PPE in every branch location.
- The Branch Staff are responsible for providing a detail description of the job duties, and issuing the proper PPE to each temporary employee upon dispatch and ensuring the Equipment Advance Slip has been properly communicated, completed and signed by the employee.
- The **temporary employee** is responsible for wearing the issued PPE at all times on the job site.