



TNG ENERGY SERVICES, INC.

Injury and Illness Prevention Program

Revised 05/2016

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1. Statement

TNG Energy Services, Inc. feels their employees are their most valued resource. It is the company policy to take all the necessary and responsible steps to eliminate or reduce exposure of employees to accidental injury and conditions which may adversely affect their health. No job is so important that we cannot take time to perform our work safely. The conservation of our company's resources, including the safety and health of every employee, is a matter of greatest concern to us, and demands the maximum effort of all concerned.

Accident prevention and efficient production go hand in hand. All levels of management have a primary responsibility for the safety and well-being of all employees within their scope of authority. This responsibility can be met only by working continuously to promote safe work practices among all employees and to maintain property and equipment in a safe operating condition.

Safe practices on the part of employees must be part of all operations. No job shall be considered successfully completed unless the employee has followed every precaution and safety rule to protect themselves and their fellow employees. The ideals of production and safety are inseparable.

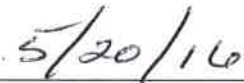
We are personally committed to continually improving our safety performance, and will authorize the necessary program to achieve this objective. We expect the participation of all employees in our safety efforts and we are confident a positive result will be achieved.

This IIPP will be reviewed and updated annually by the Safety Team.


TNG Energy Services, Inc. Corporate Officers



Bryan Greuter/President/CEO



Date



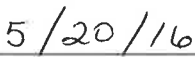
Susan Greuter/Vice President/Administrative Director



Date



Gregory Perrone/Treasurer/Finance Manager



Date

2. Employer Information

Name: TNG Energy Services, Inc.

Business Address: 3505/3515 Standard Street Bakersfield, CA 93308

Phone Number: 661-323-7031 Fax Number: 661-323-7035

Type of Business: Geothermal Energy Services

Main Activities: Well-Inspection, Service, and Maintenance/Valve-Repair, Sales, and Service

3. Statement of Authority and Responsibility

Persons with authority and responsibility for implementing this employer's Injury and Illness Prevention Program and make up the Safety Team are as follows:



Bryan Greuter/CEO/President



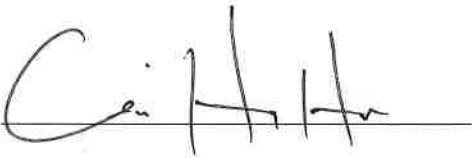
Susan Greuter/Vice President/Administrative Director



Gregory Perrone/Treasurer/Finance Manager



Joe España/Production Supervisor



Cimaron Cave/Machine Shop Supervisor



Bradley Salmon-Lead Valve Technician

The Injury and Illness Prevention Program is kept and maintained in the administration office. Signature indicates that a copy of the program has been provided and responsibility to implement the program is understood. The person(s) with authority and responsibility for implementing and maintaining this employer's CAL/OSHA recordkeeping requirements are as follows:



Susan Greuter/Vice President/Administrative Director

4. Safety Communications

Effective communications with employees have been established and include the following methods:

- A. Communication of safe work conditions, safe work practices, dress code, and required Personal Protective Equipment (PPE) is included in initial and subsequent safety training. (See Appendix A)
- B. Other forms of employer-to-employee communications on safety topics include posters, memos, semiweekly safety briefings, and one on one contact.
- C. Employees have been advised in an initial orientation and subsequent safety training that safe work conditions, safe work practices, dress code, and required Personal Protective Equipment (PPE) are mandatory and will be enforced by the following:

Discipline for non-compliance according to the **Lack of Personal Protective Equipment (PPE) Disciplinary Steps and Consequences Statement** (Found in the TNG Safety Program Binder), and in accordance with TNG policy on **Professional Conduct** (Found in the Employee Handbook).

- D. Methods to solicit safety related information from employees include direct solicitation from management in monthly safety meetings and an open door policy which promotes safety suggestions and/or solutions as a positive contribution to the company. Safety suggestions can be made to the Administrative Director, be brought to the attention of a member of the Safety Team during a semiweekly safety briefing, or placed in the Safety Suggestion Box located outside the break room door.
- E. Employees have been advised there will be no reprisals or other job discrimination for expressing any concern, comment, suggestion, or complaint about a safety-related matter. This is covered in the initial safety training that occurs during the *New Employee Orientation*.
- F. A labor-management Safety Team has been established. The responsibilities of this team are covered in detail in Section 10 of the TNG Energy Services, Inc. Injury and Illness Prevention Program.

5. Compliance

The Safety Team and TNG Supervisors are responsible for ensuring that all elements of this IIPP are followed, and all policies and procedures are communicated and clearly understood by all employees.

All employees will be held accountable for using safe work practices, for following all policies and procedures, and for assisting in maintaining a safe work environment. TNG will ensure that all employees comply with policies and procedures and maintain a safe work environment by:

- A. Each new hire will complete a safety orientation and be trained in the provisions of our IIPP.
- B. Periodic evaluation of the performance of all workers.
- C. Recognizing employees who conduct their job in a safe and healthful way.
- D. Provide training and retraining for employees that are not meeting the expectations.
- E. Disciplinary action taken on employees who do not comply with safe and healthful work practices.

Employees who do not comply with the safe and healthful work practices will be subject to corrective action, up to and including termination of their employment. Based on the degree of the inappropriate behavior as it relates to meeting established safe and healthful practices management, in its sole discretion, will take what it determines to be the appropriate corrective action. This may include the following, not necessarily in this order:

- Verbal Warning and Retraining
- Written Disciplinary Action
- Disciplinary Suspension
- Termination of Employment

6. Identifying, Evaluating, and Preventing Safety and Health Hazards

TNG will use the following system for identifying, evaluating, and preventing occupational safety and health hazards and unsafe work practices when a program is first established, when new substances, processes, procedures, or equipment are introduced, and when the employer is made aware of new or previously unrecognized hazards.

- A. Review of applicable general industry safety orders and other safety orders that apply to the operation.
- B. Review of industry and general information on potential occupational safety and health hazards, including Safety Data Sheets (SDS) for chemicals used by TNG.
- C. Investigation of all incidents, injuries, illnesses, and near misses that have occurred involving a TNG employee will be completed and documented by the Supervisor or the Administrative Director with the affected employee and retraining will be conducted. (See Appendices B, C and D).

- D. Periodic and scheduled inspections of general work areas and specific work stations by completing a *Workplace Safety Review*. See Section 7 for details on inspections.

7. Inspections and Investigations

Inspections are conducted to verify compliance with codes of safe practice and other safety requirements as well as to identify any additional hazards in the following manner:

- A. A designated member of the Safety Team and Supervisor conduct a documented general work area inspection by completing a *Workplace Safety Review*. This is done with the help of the Administrative Director.
- B. The employee conducts an inspection of their work station or area for safe operating conditions and brings observed unsafe conditions or practices to the attention of their immediate Supervisor or the Administrative Director.
- C. An evaluation inspection is made any time the following are introduced to the workplace: new substances, new processes, new procedures, or whenever notification is received of a new or previously recognized hazard.

These inspections are documented and are kept in the administration office for one year. The documentation includes the following: Identified unsafe practices or conditions, person(s) conducting inspection, and action taken to correct unsafe act/condition.

Investigations are conducted as soon as possible after an occupational injury, illness, first aid, incident or near miss is reported. The purpose of the investigation is to determine the cause as well as to determine how to prevent other such injuries, incidents, or near misses from happening in the future. The results of an investigation may then be addressed at a biweekly Safety Briefing or per individual as needed. These documented investigations are maintained in the administration office.

8. Hazard Abatement

Hazard Abatement refers to the methods and/or procedures for correcting unsafe or unhealthy conditions, work practices, and work procedures in a timely manner based on the severity of the hazard.

The following are elements of the hazard abatement program:

- A. Unsafe work conditions must be brought to the attention of the immediate Supervisor and/or Administrative Director immediately. If an engineering/mechanical fix is in order, the equipment is to be tagged out and removed from use. Equipment shall not be put back into use until corrected.

- B. Unsafe work practices must be brought to the attention of the immediate Supervisor and/or Administrative Director immediately. Corrective action in terms of training/retraining, counseling, and/or disciplinary action must be taken to prevent reoccurrence.
- C. Unsafe work procedures must be brought to the attention of the immediate Supervisor or Safety Team Member and Administrative Director immediately. The procedure must be reviewed and assessed so that it is rewritten to reflect that the unsafe part of the procedure was corrected. Employees should then be retrained on the procedure.
- D. An investigation, by the Safety Team, of the alleged hazardous condition, documentation and corrective action(s) must be taken in a timely manner with the severity of the hazard taken into consideration (See Appendix E). If the observed hazard can be readily abated, a corrective action must be taken immediately. If the hazard is such that it poses imminent risk to any personnel and cannot be readily abated, then all exposed personnel except those correcting the hazard must be properly safe guarded or removed from the area to ensure their safety. At no time is any employee to place themselves in danger.
- E. Periodic *Workplace Safety Reviews* are conducted by TNG personnel, corrective action is taken, and a final review of the corrective action is done by a member of the Safety Team.

9. Safety Training

The objective of Safety Training is to reduce the number of accidents that occur through education on good safety practices that are appropriate to the nature and severity of the hazards faced by the employees at TNG. Safety Training is conducted via program(s) based on federal and state standards.

The following are elements of the Safety Training Program:

- A. All new employees are provided initial *Safety Orientation* upon hire and prior to their assignment.
- B. Employees are provided training when assigned to a new task for which training has not been received.
- C. Training is conducted whenever new substances, processes, procedures, and equipment are introduced in the workplace and represent a new hazard.
- D. Training is conducted whenever the employer is made aware of a new or previously unrecognized hazard.
- E. Supervisors are trained on hazards and safe practices in their area of responsibility.
- F. Training includes general area safety and specific assignment training, as well as potential occupational safety and health hazards/safe practices for assigned areas.

G. Refresher training is provided annually and when employees are transferred or deficiencies/violations are noted.

This training is documented and is retained for at least three years in the Administration Office. The documentation includes the following: Employee name(s), training date(s), facilitator, type of training, test results, and a training record of completion (such as a certificate or wallet card).

10. Safety Team

A Safety Team has been established to work together to maintain the Injury and Illness Prevention Program for TNG. The personnel that comprise the Safety Team are listed in section 3 of the Injury and Illness Prevention Program. This team contains the following elements:

- Representation of labor, supervisors, and management/corporate officers

The responsibilities of the safety team are as follows:

- A. Set an example of good safety practices
- B. Play an active role in general safety compliance within the TNG facility-Periodic Walkthroughs
- C. Hold quarterly meetings, document and post the meeting minutes in the Safety Training Binder
- D. Retain the minutes from these meetings for three years
- E. Review of periodically, scheduled safety inspections
- F. Conduct and/or assist in monthly safety training
- G. Review of injury, illness, first aid, incident and near miss investigations
- H. Review of investigations of alleged hazardous conditions brought to the attention of any team member
- I. Conduct its own investigations or inspections, when necessary, to determine remedial solutions
- J. Submit recommendations or suggestions to management for the prevention of future incidents
- K. Evaluate and/or implement safety suggestions
- L. Verify abatement actions taken by management on CAL/OSHA citations (upon request of CAL/OSHA)

11. Recordkeeping

Training and Inspection Records:

All employee training records and workplace inspection records will be kept for at least 3 years from the date of completion in the Administration Office.

Accident Records:

Records of accident/incident investigations, work related injuries, illnesses and property losses are gathered, analyzed and disseminated to identify and control hazards. TNG will develop procedures to prevent injury or illness from reoccurring. All accident/incident investigations as well as Cal-OSHA 300 logs are maintained for 3 years in the Administration Office.

The following safety training programs are also maintained in the Administration Office:

- Slips, Trips, and Falls/Housekeeping
- Rigging Safety (Part 1)
- Cutting/Welding
- Electrical Safety
- Industrial Ergonomics
- Fall Protection
- Hazard Communication Program/SDS/Right to Know/GHS (Globally Harmonized System)
- Lockout/Tagout
- Personal Protective Equipment (PPE)
- Respiratory Protection
- Heat Illness Prevention
- Hand and Power Tool Safety
- Machines, Operators, and Guards
- Cold Stress
- Powered Industrial Trucks (Forklift)
- Driving Safety (Part 1)

The following programs are outsourced by TNG:

- Aerial Work Platform
- Driving Safety (Part 2)
- Confined Space
- H2S
- First Aid/CPR
- Fit Testing
- Rigging Safety (Part2)
- Customer Safety Training

Appendix A

PPE Requirements

- Eye Protection-safety glasses (in the shop, yard, and on field jobs)
- Face Protection-welding hood(while welding)/face shield with safety glasses (while grinding)
- Respiratory Protection-particulate mask(while welding)/respirator (during painting and teardown)/ when using any “red dotted” chemicals per TNG Hazard Communication Program
- Hearing Protection-ear plugs or muffs (while cleaning equipment and operating machinery)
- Hard Hats (on field jobs)
- Safety Shoes-steel toed boots (in the shop, yard, and on field jobs)
- Gloves-cotton(in the shop and on field jobs)/insulated (while welding)/tight fitting while operating metal working machinery/rubber or latex when handling chemicals (Per SDS)
- Safety Harness and Lanyard-full body harness with lanyard (working above 4ft)
- Protective Clothing-welding sleeves and bib (while welding)/Tyvek or raingear-contractors (while in the teardown area) per TNG procedure for Controlled Use of Teardown Booth

NOTES:

- Tyvek must be properly disposed of after use per TNG policy
- Dark/tinted safety glasses may only be worn for outdoor work only
- Ear plugs/muffs are not always required for cleaning equipment (see supervisor)
- Respirators may only be worn by employees who have been Fit Tested
- Harness and Lanyard may only be donned if employee has received Fall Protection Training
- Refer to PPE Selection and Acknowledgement Form for details on training on PPE, wearing of assigned PPE, inspecting and care of PPE, and payment for PPE

Dress Code Requirements (Personnel Attire)

Shop Personnel

- Leather, steel toed boots with socks
- Heavy, cotton, denim jeans belted at the waist
- Long sleeve, button down, cotton shirt (sleeves must be rolled down, buttoned, and shirt button and tucked in)
- Welding cap or other approved head covering (as needed)

Office Personnel

- Casual clothing that fits appropriately, is not revealing, offensive, or prohibits an employee from completing their assignments
- Shoes must fit appropriately. No flip flops.

Safety Team Personnel

- Leather, steel toed shoes or boots
- Safety glasses when entering shop and yard areas

NOTES:

- Employees issued uniforms by TNG are required to wear them during their scheduled shift
- Clothing must be tight enough as to not cause a safety hazard
- Clothing must be approved by an employee's immediate supervisor. The supervisor has the right to reject any improper clothing
- Office personnel required to enter the shop or yard as part of their duties must wear leather, steel toed shoes or boots and safety glasses while in these areas