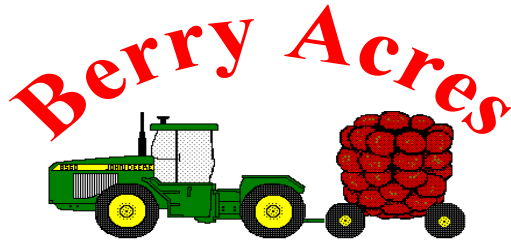


# General Safety & Health Plan



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## Contents

I. Purpose.....	3
II. Employee Compliance .....	3
III. Reporting Job-Related Injuries and Illnesses.....	4
IV. General First Aid Practices .....	4
Eye Irritations and Injuries.....	4
Injuries .....	5
Nausea and Loss of Consciousness .....	5
First Aid Kit .....	5
V. Key Safety Rules .....	5
VI. Safety Responsibilities of Supervisors .....	7
VII. Employee Training.....	8
VIII. Bloodborne Pathogens.....	8
IX. Hazard Communication Program.....	8
Container Labeling .....	9
Safety Data Sheets (SDS) (For company supplied hazardous materials) .....	9
Employee Information and Training.....	9
List of Hazardous Substances .....	10
X. Materials Handling.....	10
XI. Forklift Safety Rules .....	11
XII. Back Injury Prevention .....	11
XIII. Personal Protective Equipment (PPE) .....	12
XIV. Safety Disciplinary Policy .....	15
XV. Perilous Periods .....	15
XVI. Sanitation and Hygiene Policies.....	16
Certification of Employee .....	18

## I. PURPOSE

Berry Acres Agricultural is committed to employee safety and loss control. It is our intention:

- that all employees work under the safest conditions possible;
- that we maintain a workplace and equipment free from recognized hazards; and
- that we provide information, training, and supervision to enable employees to perform their jobs safely.

The information in this Safety and Health Plan states basic safety rules and procedures that are to be followed by all company employees. While this plan will help you recognize and avoid obvious hazards, it cannot possibly cover all situations. When in doubt, consult your supervisor for guidance.

**This Safety and Health Plan is designed to generally reflect company policy, but it is not intended to be a binding legal contract. Thus, this Safety and Health Plan does not alter any employee's at-will status or grant any other legal rights to any employee.**

## II. EMPLOYEE COMPLIANCE

Berry Acres Agricultural will endeavor to comply with safety regulations implemented by federal, state, and local agencies. It is company policy that every employee and all property be protected from controllable hazards. We believe that accidents can be avoided by using good training methods, common sense, and personal initiative. Therefore, each employee is responsible for complying with all safety regulations and the following basic principles:

1. **Always Follow Safety Rules:** Applicable safety rules and regulations are to be followed at all times.
2. **Do Not Perform Unsafe Acts:** Employees should never perform any tasks that they believe may be unsafe. Any such conditions or practices should be reported to a supervisor immediately.
3. **Listen to Supervisors:** Supervisors in charge of each operation have been instructed to familiarize employees with safe operations and practices. Many accidents occur when employees take shortcuts and ignore established safety rules and regulations. All employees must follow established safety rules in performing their assigned tasks.
4. **Avoid Discipline or Discharge:** Each employee is responsible for his or her performance and for following safety rules. Failure to do so will lead to disciplinary action or discharge.

### III. REPORTING JOB-RELATED INJURIES AND ILLNESSES

All job-related injuries must be reported in accordance with the following rules:

1. **Follow Orientation Rules:** Information on reporting job-related accidents is covered in employee orientation, which is scheduled shortly before work begins.
2. **Report Immediately:** All on-the-job accidents and illnesses must be reported to a supervisor immediately—**no matter how minor they may appear!**
3. **Cooperate in the Investigation:** Employees who are involved in accidents should give full details concerning the nature of their injuries, the cause, the time/date, and any other relevant information.
4. **Secure Medical Treatment:** Employees should immediately secure any necessary medical treatment. Only designated supervisors and managers can authorize treatment.
5. **Record Information:** Fill out all accident reporting forms. If first aid is applied on the premises, the nature of the first aid, condition of the individual, and recommendation for further treatment must all be recorded.
6. **Detect Symptoms:** Learn to detect early signs and symptoms of any illnesses or ailments to get proper treatment.
7. **Avoid Discipline or Discharge:** An employee who does not promptly or properly report accidents or illnesses in accordance with this policy may be disciplined or discharged.

### IV. GENERAL FIRST AID PRACTICES

#### Eye Irritations and Injuries

For eye irritation caused by abrasives, flash burns, or chemical fumes, flush with fresh water and wash eyes with natural salt solution, OCUSOL™ eye lotion, butyl sulfate, or an equally effective solution. If eye irritation persists, contact a physician or transport the injured worker to a medical center for treatment. These supplies can be found in first aid kits, as well as in the main office.

For particles on eye surface or under eyelid, remove particle if possible and wash with eye lotion. If particle cannot be removed in the field or if the irritation persists, contact a physician or transport the injured worker to a medical center for treatment.

For paint materials or cleaning solvents in eye, wash continually with clean, fresh water. If problems persist, contact a physician or transport the injured worker to a medical center for treatment.

## **Injuries**

For paint on skin, remove with soap and water. Do not use paint thinners or strong solvents to remove paint on skin. Use rubber gloves to mix epoxy putty if used in place of sutures. If skin irritation develops, consult a dermatologist.

For cuts, treat with forced entrance of a foreign material:

- wash with fresh water and apply dressing;
- transport worker to medical center for further attention.

## **Nausea and Loss of Consciousness**

**Nausea or Hallucination from Solvents or Paint Fumes:** Transfer worker away from painting area and provide clean air, ventilation, and rest before intake of fluids. Consult physician if the condition recurs or circumstances indicate.

**Loss of Breathing:** Apply artificial respiration immediately and supplement with use of emergency resuscitator. Call for emergency medical service.

**Loss of Blood Circulation:** Check for possible bleeding and immediately apply first aid treatment plus cardiopulmonary resuscitation. Call for emergency medical service.

## **First Aid Kit**

**Items in First Aid Kit:** Eyewash solution, bandage gauze, adhesive tape, Band-Aids™, Ace™ bandages, aspirin, antibacterial salve, burn ointment, Vaseline™, cold cream, iodine and cold pack.

First aid kit is located at: The lab in process area, the main office at 752 Loomis Trail Rd., Lynden and in most company pickup trucks.

Eyewash bottles are located at: The lab in process area, the main office at 752 Loomis Trail Rd., Lynden and in most company pickup trucks.

## **V. KEY SAFETY RULES**

The following list highlights some of the most important and common safety rules for employees. However, this brief list is not intended as a substitute for the individual sections

that follow or for the separate individual safety plans. These key safety rules are merely meant to emphasize some rules that should always be on the minds of employees.

1. Report any injury to supervisor immediately, no matter how slight.
2. Report all unsafe conditions to supervisor immediately.
3. Maintain good housekeeping. Keep work area clean and clear. Put things where they belong.
4. A first aid kit is available. Be certain where it is located, so you may reach it in an emergency. A first aid kit is located in the main office and most company pickup trucks. Emergency phone numbers are posted by each first aid kit.
5. Stay hydrated in high temperatures. Drinking water bottles will be provided to all employees at a rate of 5 gallons per 20 employees.
6. An eye wash station is located by the chemical areas in the processing plant, and the main office.
7. Familiarize yourself with all escape exits and the location of any emergency cutoff valves or switches.
8. In case of fire, call the fire department immediately (911) or notify a supervisor to do so. Alert all occupants of the building so that a safe, orderly evacuation may take place.
9. Adequate fire extinguishers are provided throughout the area and in many company pickup trucks. Be aware of their locations and proper operation.
10. Keep alert! Observe all safety signs.
11. Never make changes on equipment to bypass safety devices.
12. Mechanical materials handling devices may be used only by authorized personnel.
13. Do not tamper with controls or switches on heating, air conditioning, or other equipment unless authorized to do so.
14. When mixing chemicals, always wear safety glasses, masks, apron, and gloves.
15. When spraying any chemicals, always wear protective equipment that is approved by the supervisor.
16. Make sure that electrical tools are properly grounded and that no electrical hazard exists from standing water.
17. Do not keep tools in your pockets.
18. Lift with leg muscles, not the back. Be certain to have a firm grasp and firm footing before lifting anything.
19. Do not attempt to lift or move anything too heavy. Maximum weight is 85 pounds. Use available equipment (dollies, wheelbarrows, etc.) for assistance or get help.
20. Horseplay is prohibited.
21. Smoking is allowed only in authorized areas.
22. Good quality work shoes help protect feet if something is dropped on them. Safety type footwear is required in all shop areas.
23. Do not run. No job is so urgent that running is required.
24. Use approved ladders to climb, but do NOT step on the top two rungs of the ladder.
25. Wear tight-fitting clothes and tie back long hair when operating equipment. Loose clothes or hair can get caught in machinery and cause serious injury.

26. When operating rotating or other similar equipment, avoid unusually long hair and beard, which can be a work hazard.
27. Never wear jewelry such as rings, watches, or bracelets while operating equipment.
28. Do not attempt to repair or fix any machinery while it is operating, or in the processing area.
29. Refrain from use of narcotics and alcohol in compliance with company policies.
30. Use the proper welding masks and gloves when welding or using any form of cutting torch.
31. Do not use compressed air to attempt to clean off clothing. Use of compressed air can cause debris to become imbedded in skin and eyes.
32. Ear protection must be used when requested by a supervisor.
33. Comply with all posted personal protective equipment (PPE) notices.
34. Personal Hygiene and Sanitation: All employees must comply with the following:
  - Cooperate in helping to maintain a clean and orderly workplace.
  - Maintain healthy personal hygiene.
  - Report to work well-groomed, in accordance with company policy.
  - Wear clean clothing, or jacket over work clothes, during working hours.

## **VI. SAFETY RESPONSIBILITIES OF SUPERVISORS**

Supervisors must comply with all the following:

1. Emphasize safety and participate in all safety meetings.
2. Conduct daily work plan sessions.
3. Check for and eliminate hazards.
4. Follow through with recommendations from safety meetings.
5. Keep records as required by applicable state and federal law.
6. Eliminate recognized hazards and help reduce or control any hazards that cannot be eliminated.
7. Make sure that all employees are properly trained in the following if their job requires:
  - hazard communication
  - bloodborne pathogens
  - personal protective equipment
  - forklift training
  - other training programs required by federal or state laws

## **VII. EMPLOYEE TRAINING**

To reduce the chance of injury, the company's policy is to provide each employee with training in the tools, equipment, PPE, and skills necessary to perform his or her job. Training will comply with the specifics of any OSHA safety plans and standards. Employees are to cooperate and take training very seriously as its purpose is to protect their lives, health, and safety. If you are unsure or have any questions, please ask your supervisor.

Only employees who have been trained may operating equipment. No 14 or 15 year olds are allow to operate any equipment.

All employees will be oriented on pesticide safety upon hiring, and will be given refresher training before each season. Pesticide and other chemical application safety policies and procedures can be found in the Berry Acres Ag Manual of Chemical Application Safety Practices found at the main office.

## **VIII. BLOODBORNE PATHOGENS**

With any potential exposure to bloodborne pathogens (e.g., attempting to give first aid to a bleeding co-worker), employees must follow these basic rules:

1. If you are bleeding report to your supervisor immediately.
2. Wear latex, vinyl, or nitrile gloves.
3. Do not re-use gloves.
4. Wash your hands with soap and water after removing gloves.
5. Wear safety goggles if there is a potential for contaminants to splash into the eyes.
6. Wear a mask if there is a potential for contaminants to splash into the mouth or nose.
7. Wear additional protective clothing if skin is not covered.
8. If you become exposed to bloodborne pathogens, wash the area immediately and report the incident to management. Professional medical attention may then be provided, including any required hepatitis B vaccine.
9. Properly bag, label, and dispose of regulated waste.
10. Bloodborne pathogen clean-up and personal protective equipment is located at the main office at 752 Loomis Trail Road, Lynden, WA 98264

## **IX. HAZARD COMMUNICATION PROGRAM**

Berry Acres Agricultural has developed a Hazard Communication Program to enhance our employees' health and safety, and to comply with the applicable Federal and State regulations.



We intend to provide information about chemical hazards and other hazardous substances, and the control of hazards via our comprehensive Hazard Communication Program which includes, Safety Data Sheets (SDS) and training.

The following program outlines how we will accomplish these objectives.

### **Container Labeling**

1. All containers will be clearly labeled as to the contents.
2. Appropriate hazard warnings will be noted.
3. The name and address of the manufacturer shall be listed.

To insure that all employees are aware of the hazards of materials used in their work areas, it is our policy to label all secondary containers as to the contents and appropriate hazards warning.

### **Safety Data Sheets (SDS)** (For company supplied hazardous materials)

The jobsite supervisors or Berry Acres Agricultural management will be responsible for:

1. Obtaining and maintaining the SDS at their locations.
2. Review incoming SDS for new and significant health and safety information.

Berry Acres Agricultural will provide the site supervisor with an SDS for any hazardous material that is not on the current hazardous material inventory. NO hazardous material may be released for use until approved by the supervision.

SDS will be available to all employees. The information is electronically kept at the main office per EPA Worker protection standard (40 CFR Part 170).

### **Employee Information and Training**

Employees will be trained, prior to starting work, for information on the following:

1. An overview of the requirements contained in the Hazard Communication Program.
2. Location and availability of chemicals and SDS.
3. Methods and observation techniques used to determine the presence or release of a hazardous substance in the work area.
4. How to lesson or prevent exposure to these hazardous substances through the use of engineering controls, work practices, and/or the use of personal protective equipment.
5. Emergency and first aid procedures to follow if employees are exposed to hazardous substances(s).
6. How to read labels and review SDS to obtain appropriate hazard information.

7. To inform employees on physical and health effects and general operations where hazardous substances are present.

When a new hazardous substance is introduced, the above items will be reviewed as they relate to the new material in the safety meeting.

### **List of Hazardous Substances**

Refer to SDS notebook or retained electronic files.

THIS PLAN WILL BE MONITORED BY THE SUPERVISOR OR MANAGEMENT TO ENSURE THAT THE POLICIES ARE CARRIED OUT AND THAT THE PLAN IS EFFECTIVE

**All employees who may possibly be affected must also familiarize themselves with the Hazard Communication Plan, and other SDS materials. These safety tips are meant only to highlight some major areas of concern.**

#### **For further information:**

SDS station located: Main Office at 752 Loomis Trail Rd., Lynden WA 98264

Poison control hotline: 1-800-222-1222

Haz-Mat hotline: ChemTrec 1-800-424-9300

Local hospital: St. Joeseph Hospital, Bellingham, WA

Local ambulance: 911

## **X. MATERIALS HANDLING**

Materials handling and equipment positioning involves lifting, carrying, dragging, pushing, pipelining, and conveying of materials. Always follow these basic principles:

1. Become familiar with safe handling of materials, buckets, pails, lids, pallets, and other equipment.
2. Be careful to avoid tripping over objects when hand carrying materials and equipment.
3. Keep all walkways and stairways clear of obstructions and hazards.
4. Keep materials storage and equipment area clear of debris.
5. Practice good housekeeping to provide easy access to materials and equipment.
6. Maintain all equipment in proper working condition.

7. Use appropriate labor-saving devices whenever possible.

## **XI. FORKLIFT SAFETY RULES**

The following are some of the key rules concerning forklift safety:

1. Only authorized and certified personnel may operate forklift equipment. Please contact the supervisor with any questions concerning certification.
2. When operating a forklift, refer to manufacturer's manual.
3. Never exceed the rated capacity.
4. Always watch for pedestrians, especially at crosswalks, doors, and main working areas.
5. Never speed. Maximum speed limit is five miles per hour.
6. Always turn off engine if moving 25 feet or more from truck.
7. Never park with forks in "up" position.
8. Blow horn at all blind intersections and corners.
9. Always center forks under the load.
10. Always keep the load against the backrest for better support.
11. Never allow riders on truck.
12. Never smoke in a fueling station or battery charging area.
13. Be careful not to splash battery acid on yourself.
14. Do not stick out arms or legs while driving.
15. Never reach through the mast to adjust a load.
16. Never turn sideways on a ramp or sloped surface.
17. Always sound horn and look carefully before backing up.
18. On extra-wide loads, spread forks as wide as possible.
19. Wear seat belts if provided on the particular forklift and recommended by the manufacturer or vendor in the operator's manual.

## **XII. BACK INJURY PREVENTION**

The back is a common location of employee injuries. Every year, back injuries cost employers and employees tens of billions of dollars in lost wages and medical expenses. Some of the key points concerning prevention of back injuries include:

1. Employees may reduce injuries by:
  - minimizing any materials handling;
  - using mechanical devices and equipment for assistance whenever possible;
  - following proper lifting techniques.
2. Employees should **follow these practices** while lifting:

- **Do** lift with legs.
  - **Do** keep weight close to body and stand straight.
  - **Do** create a balanced base of support by using one foot ahead and one foot behind to get the weight in close.
  - **Do** pivot with the load.
  - **Do** put one foot up and change positions often when standing for long periods of time.
  - **Do** keep work at a comfortable height.
  - **Do** stand, if possible, on a cushioned mat.
  - **Do** interrupt or change stressful positions frequently.
  - **Do** keep heavy loads close to body. Ten pounds at arm's length generates 100 pounds of pressure on spine.
  - **Do** keep back support belt snug while lifting (if one is worn).
3. Employees should **avoid these practices** while lifting:
- **Don't** twist back while moving material. Remember, always keep shoulders in line with your hips.
  - **Don't** wear high-heeled, hard-heeled, or platform shoes when standing for long periods of time.
  - **Don't** stand in one position too long.
  - **Don't** stand with knees locked, stomach muscles relaxed, and back swayed.
  - **Don't** bend forward at the waist with work in a low position.
  - **Don't** remain in the same position for a long period.
  - **Don't** reach with a heavy load.
  - **Don't** lift with your back flexed.
  - **Don't** loosen back support belt while lifting.

### **XIII. PERSONAL PROTECTIVE EQUIPMENT (PPE)**

The purpose of the Personal Protective Equipment Policy is to protect the employees of Berry Acres Agricultural from exposure to work place hazards and the risk of injury through the use of personal protective equipment (PPE). PPE is not a substitute for more effective control methods and its use will be considered only when other means of protection against hazards are not adequate or feasible. It will be used in conjunction with other controls unless no other means of hazard control exist.

Personal protective equipment will be provided, used, and maintained when it has been determined that its use is required to ensure the safety and health of our employees and that such use will lessen the likelihood of occupational injury and/or illness.

This section addresses general PPE requirements, including eye and face, head, foot and leg, hand and arm, body (torso), and hearing protection.

The Berry Acres Agricultural Personal Protective Equipment Policy includes:

- Responsibilities of supervisors and employees
- Hazard assessment and PPE selection
- Employee training
- Cleaning and Maintenance of PPE

The company will first use engineering and administrative controls to eliminate or reduce (if elimination is not possible) any hazards. Whenever necessary, the company will also use the following types of personal protective equipment (PPE) to provide additional protection:

1. **Foot Protection:** Footwear must be worn whenever foot injury could result from accidental contact with heavy objects. Footwear must meet all requirements in ANSI Z41.1-1991. Employees are responsible for providing their own footwear.
2. **Head Protection:** Employees must wear helmets whenever there is a danger of injury from falling objects. Protective helmets must meet all the requirements of ANSI Z89.1-1986. In using helmets, employees must also consider electrical shock and burn hazards.
3. **Eye and Face Protection:** Eye and face protection must meet all requirements in ANSI Z87.1-1989. Eye and face protection must be worn during grinding, chipping, buffing, chemical handling, cutting, and other operations where steel, wood, or dust particles are likely to be present.
4. **Hand Protection:** Gloves should be used as needed. Rubber or PVC gloves should be worn when acids, caustic soda, or other chemicals are handled. Latex, vinyl, or nitrile gloves should be worn if there is danger of bloodborne pathogen contamination.
5. **Clothing:** Personal clothing must match working conditions. Each person must wear full-length pants and a shirt that covers the shoulders while working in processing areas. Employees are encouraged to wear clothing made of cotton or wool as opposed to synthetic fabrics because of the greater resistance of natural fabrics to fire, chemicals, etc.
6. **Respirator Protection:** Respirators must be used when necessary to protect employees' health from chemical or biological hazards. In general, respiratory protection equipment is required when engineering and administrative controls

cannot reduce employee exposure to airborne contaminants to acceptable levels, during installation of engineering controls, and in emergencies.

7. **Hearing Protection:** Work site noise can rise to unhealthy levels at times, no matter how you try to keep it down. When noise cannot be reduced to safe levels, ear protection devices are available to protect their hearing. Not all sounds have the same effect on hearing. The three changing factors in noise are; **intensity, pitch and length of exposure.**

- **Intensity** means loudness of sound, and is measured in decibels (dB).
- **Pitch** refers to frequency of sound waves. A high-frequency (high-pitched) whistle is generally more harmful than the low frequency sound (low-pitched).
- **Length of exposure** refers to the time one is subjected to a noise. Continual exposure to certain noises can be more harmful than occasional bursts of offensive sound.

Since work sites are noisy by nature, and engineering controls are not feasible, hearing protection devices (ear plugs) are available to be worn when employees are required to work in a noise hazard environment. Hearing protection will be available to any employee who desires to utilize it.

Because of the higher decibel readings located by the blower fans, employees are restricted to standing only on the walkways.

8. **Other Personal Protective Equipment:** Employees must wear additional protective equipment whenever other potential hazards exist.

**Note:** These brief safety tips are not all inclusive but are meant only to highlight some major areas of concern.

Any worker required to wear PPE will receive training in the proper use and care of PPE before being allowed to perform work requiring the use of PPE. Periodic retraining will be offered to PPE users as needed. The training will include, but not necessarily be limited to, the following subjects:

- When PPE is necessary to be worn
- What PPE is necessary
- How to properly don, doff, adjust, and wear PPE
- The limitations of the PPE
- The proper care, maintenance, useful life, and disposal of the PPE

After the training, the employees will demonstrate that they understand how to use PPE properly, or they will be retrained.

#### **XIV. SAFETY DISCIPLINARY POLICY**

Berry Acres Agricultural believes that a safety and health Accident Prevention Program is unenforceable without some type of disciplinary policy. Our company believes that in order to maintain a safe and healthful workplace, the employees must be cognizant and aware of all company, State, and Federal safety and health regulations as they apply to the specific job duties required. The following disciplinary policy is in effect and will be applied to all safety and health violations.

The following steps will be followed unless the seriousness of the violation would dictate going directly to Step 2 or Step 3.

1. A first time violation will be discussed orally between company supervision and the employee. This will be done as soon as possible.
2. A second time offense will be followed up in written form and a copy of this written documentation will be entered into the employee's personnel folder.
3. A third time violation will result in time off or possible termination, depending on the seriousness of the violation.

#### **XV. PERILOUS PERIODS**

People are more apt to have accidents during “perilous periods” when they are under unusual stress. Psychologists say that almost any important event in a person's life—good or bad—may cause stress and increase the risk of an accident.

Stress can be caused by any number of factors, including the death of a close family member, personal injury or illness, marriage, approaching retirement, change in work hours, even anticipation of vacation.

Employees should keep these types of hazardous periods in mind so that they will be alert and act safely—not only at work, but off the job, too.

## **XVI. SANITATION AND HYGIENE POLICIES**

All employees and visitors to the location are required to follow proper hygiene procedures. Below is a list of specific sanitation and hygiene practices that must be followed by all employees handling food product. Please note that this list is not all inclusive.

- Employees must wash their hands before beginning or returning to work (eg. from all breaks, use of restrooms). Signs will be posted in designate areas to remind you of this policy.
- Rest areas and restrooms will be equipped with hand sanitizing stations. Only use single-use towels to dry hands and place in waste receptacle. Employees will use the restrooms in a manner to maintain usability and will report any lack of usability to a supervisor. Used toilet tissue must be placed into the toilet fixture.
- Restrooms (portable restrooms) will be provided in the fields for employees to use. One portable restroom will be available per 20 employees within ¼ mile of your work location.
- Employees should not wear loose clothing and instead should wear comfortably snug-fitting attire. Employees may not wear jewelry in crop handling areas. Non-removable jewelry needs to be reported to supervisor on advisement for how to cover the jewelry (eg. waterproof gloves).
- Smoking, eating and drinking are allowed in designated areas only. Signs will be posted to remind you of these locations. Enclosed vehicles may be used as a designated location. Glass containers are not allowed in the fields, storages, or anywhere near harvest operations. Garbage containers will be provided and maintained in the eating area.
- If you are experiencing flu like symptoms or have infectious conditions, you are prohibited from handling harvested product.
- If you have knowledge of harvested product that has come in contact with blood or other body fluids, you must report it to the supervisors so that contaminated product can be discarded. Berries that have come into contact with blood or other body fluids will be disposed of, buried, burned or put into safe garbage container. Machinery that has come into contact with blood of other body fluids will be disinfected with bleach and/or other safe disinfectants.
- You are required to always be watchful for foreign material such as: glass, metal, golf balls, packaging materials, rocks, bone, personal effects, insects, rodents, parts, or feces. Any broken glass must be immediately reported to the driver of the machine; they should relay this message onto the supervisor for proper clean up.
- You need to be alert for potential chemical hazards such as pesticides, oils, and fuels. Any type of leak or spill needs to be reported to the supervisor for immediate attention.
- Employees who are stationed around equipment must know the location of the controls to safely start and stop machinery. You must notify a supervisor



immediately if there are any unsafe conditions with the equipment that may endanger employees or contaminate product.

- Keep any type of chemical containers away from harvested raspberries and raspberry storage areas.
- Monitor crop production areas and document the presence, signs, or non-presence of wild or domestic animals entering the land/production or storage areas.
- If you are responsible for pesticide applications, you must be properly trained on best management practices, have read and understood the pesticide label, and, if necessary, be certified by Washington State Department of Agriculture to apply restricted use pesticides.

## **XVI. FOOD DEFENSE**

All employees and visitors to Berry Acres Ag property must sign in at the office. If an employee observes any suspicious persons or vehicles, they must report it to their supervisor or to the office staff immediately. Visitors who have not followed proper protocol pose a risk to themselves as well as to food quality and safety. Do not be afraid to say something if anything looks suspicious.

## CERTIFICATION OF EMPLOYEE

I have read a copy of the Berry Acres Agricultural General Safety and Health Plan that outlines company policies and employee responsibilities concerning safety, including disciplinary policies for violation of safety rules and regulations. I will familiarize myself with the General Safety and Health Plan and will comply with all of its provisions. I understand and agree that the company has the right to change, amend, modify, or withdraw any provision of the General Safety and Health Plan without notifying me prior to the effective date of any amendment, modification, or withdrawal.

**I understand that the General Safety and Health Plan is not a contract of employment and the company has the right to follow or deviate from the policies in the General Safety and Health Plan in the company's sole and exclusive discretion. I also understand that the General Safety and Health Plan does not change the nature of my "at-will" employment with the company. "At-will" employment means that I can be terminated with or without cause, with or without notice, at any time, at the option of either myself or the company.**

**I also understand that I have been notified of the proper protective equipment suggested for this job. This document certifies that I have received and understand the training on the specific PPE I may be using.**

By my signature below, I agree to the terms of this Certification and also agree to follow the policies and procedures contained in the General Safety and Health Plan.

\_\_\_\_\_  
employee signature

\_\_\_\_\_  
date

\_\_\_\_\_  
personnel manager

\_\_\_\_\_  
date