



Safety Commitment

We do not accept that accidents "just happen." Accidents are typically the result of unsafe conditions or unsafe actions, and often both. In order to protect the health and safety of each employee, SoloPower, Inc., the "Company" has established an Injury and Illness Prevention Program conforming to best practices of the solar industry. Principal features of this program include:

- Clearly defined safety roles and responsibilities of everyone in the company;
- Procedures and safeguards designed to keep employees from risks of injury or illness;
- Training in/and use of Job Hazard Analysis and Pre-Task Planning to reduce risks;
- Health and Safety rewards and progressive disciplinary practices to ensure compliance with procedures and regulations;
- Monthly Safety Committee meetings, a safety bulletin board, and opportunities for employees to express safety concerns directly or indirectly without fear of reprisal;
- Employees Safety Forums to discuss Safety Committee information;
- A Formal Incident Review Board to discuss accidents and injuries and to determine corrective actions to be implemented to insure similar incidents are not repeated in the future;
- A Code of Safe Practices to guide Company operations.

Neither management, nor the safety program can prevent accidents without the help of each employee. Accident prevention can be accomplished only with the wholehearted cooperation of every member of the organization. Management, engineers, technicians, leads, operators and office workers all have a common responsibility for job safety, and will be held accountable for the successful implementation and maintenance of the safety program. It is therefore a basic requirement that each manager make the safety of employees an integral part of his or her management function, and that each employee be graded on safety performance annually. It is equally the duty of each employee to accept and follow established safety regulations and procedures and to report unsafe job conditions, and unsafe acts of persons immediately.

The participation of each and every employee in eliminating occupational illness and injury from Company operations is encouraged and expected.

Employee safety suggestions and recommendations will be given prompt and serious consideration. Management will cooperate fully in putting into effect all practical suggestions that will reduce job hazards and employees will be rewarded for making the suggestions. Appropriate disciplinary action will be taken for failure to comply with established safety requirements.

Our objective is a safety and health program that will reduce the number of injuries and illnesses to an absolute minimum, not merely in keeping with, but surpassing, the best experience of manufacturing companies. I urge each employee to join me in meeting a goal of ZERO accidents and injuries.

Thank-you,

Tim Harris
Chief Executive Officer