Brake Shoe has an active and effective Safety and Fire Prevention Program designed to provide safe working conditions for its employees and to protect them from injury resulting from work-connected accidents. Further, it has as it objecti e the production of an environment compatible with good efficiency. This in turn bears a relationship to how well our product is made and priced.

The top management in our company beleives that a sound, effective program of this nature is good business. We must therefore, maintain the safety of our employees by every reasonable method we can use. This means that each of us cannot, for one minute let up on our efforts, for in that short time one of our people can be injured or even killed. When an employee is injured as a result of plant accide , the accident usually results in reduced employee morale and efficiency as well as increased operating costs, depending of course on the severity of the accident.

The most important consideration in this program is the well being of the worker and the protection of his family from misfortune or want. Another driving force behind such a program is the cost of accidents in terms of money and human resources.

Here is what is done in an attempt to accomplish these aims.

The plants have been divided into districts - Eastern, midwestern and Western. A supervisor of Safety has been assigned to each district. This arrangement was established in the belief that the plants could be better served by the Headquarters Safety Department through more frequent visits, a better knowledge of the plants' operations and a better understanding of the plants' people and problems.

Furthermore, the Safety Department through its District Supervisors-

1. Assist all division operating heads, plant management and plant supervisory personnel in safeguarding employees from accidents and injuries resulting form work or working conditions and in protecting company property against loss due to accidents.

2. Assist in the development and use of safe equipment and operating methods.

3. Develop information concerning safe procedures and practices.

4. Assist in organization and guiding division and plant safety committees.

5. Work with the divisions and plants in recommending suitable corrective measures for the elimination of unsafe conditions and practices.

6. Selling, convincing, persuading (or any other descriptive adjective) the importance of <u>real</u> accident prevention-- not just lost-time injury prevention.

Needless to say, the safety program will be a success only when

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