

POWER INTEGRATIONS, INC.

INJURY AND ILLNESS

PREVENTION PROGRAM (IIPP)

2007

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1 INTRODUCTION

1.1 SAFETY AND HEALTH POLICY STATEMENT

Power Integrations, Inc. has developed and implemented this written Injury and Illness Prevention Program (IIPP) to provide a healthy and safe workplace for all employees. Power Integrations' policy and commitment is to comply with the requirements and spirit of the law, and provide a safe and healthful work environment for employees. Power Integrations has implemented this Injury and Illness Prevention Program and expects and requires all employees, as a condition of employment, to follow the safety rules, practices, and procedures set forth in this program.

Workplace safety and health for each employee is a high priority for Power Integrations. The main objective of the Power Integrations' Injury and Illness Prevention Program is to prevent employees from being injured or becoming ill on the job. Injury prevention shall be a cooperative effort on the part of all managers, supervisors, and employees.

A safe and healthy workplace requires commitment and cooperation from all company personnel. The only safe place to work is one where all personnel follow safe work procedures, pay attention, and use common sense. Everyone at Power Integrations is personally responsible for accident prevention and the success of our Injury and Illness Prevention Program.

Balu Balakrishnan
President & CEO

1.2 ACKNOWLEDGMENT OF RECEIPT OF IIPP

I acknowledge that I have read, understand, and will comply with the safety policy and procedures described in the Company's Injury and Illness Prevention Program. I agree to abide by the Company's General Code of Safe Practices, which I have read and understand.

Employee Name: _____
(Please Print)

Signature: _____

Date: _____

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INJURY AND ILLNESS PREVENTION RESPONSIBILITIES

2.1 RESPONSIBILITIES FOR A SAFE WORK ENVIRONMENT

To achieve the goals mandated by the Company's Safety and Health Policy Statement, will be the responsibility of:

2.1.1 EXECUTIVE MANAGEMENT

The success of our Injury and Illness Prevention Program will be achieved and maintained with the active interest and participation by executive management. Executive management will plan, organize and administer safety and health programs by establishing a policy, setting goals and objectives, assigning responsibility, motivating subordinates and monitoring program results.

2.1.2 PROGRAM AUTHORITY

The following individuals have the overall responsibility for the implementation of the Injury and Illness Prevention Program.

Vice President of Corporate Development, Clifford Walker

Manager of Human Resources, Michelle Peters

Power Integrations has designated the above individuals with the responsibility and the authority over safety matters, and to ensure overall implementation of the Injury and Illness Prevention Program. Specific responsibilities and training may be delegated to qualified individuals.

2.1.3 MANAGERS AND SUPERVISORS

Conscientious managers and supervisors, with the proper training and attitude, are the key to a successful Injury and Illness Prevention Program. Safety leadership must:

- Through training, study, and vigilance, educate themselves about safety in general and safe work practices specific to Power Integrations.
- Recognize the potential of real hazards of each job supervised.
- Continuously observe and evaluate work conditions and procedures to detect and correct unsafe conditions and practices.
- Enforce all safety rules, procedures and policies.
- Discipline employees who do not comply with safety rules, procedures and policies.
- Provide on the job training and employee orientation.
- Promptly investigate injuries and accidents, and submit written reports of all injuries and accidents to the Manager Human Resources
- Encourage employees to report unsafe conditions and to submit practical suggestions for correction.

- Ensure that tools, equipment and protective devices are properly maintained and utilized.
- Know the emergency procedures and advise employees of them.
- Perform all duties, which will enhance the success of the Injury and Illness Prevention Program.

2.1.4 EMPLOYEES

It is the obligation of every employee to comply with the requirements of the Injury and Illness Prevention Program at all times. Employees are informed by this document that safe and healthy work practices, where written or unwritten, are required and mandatory for employment with Power Integrations. Employees, who do not work safely and do not participate in Power Integrations IIPP, are subject to disciplinary action.

Discipline, up to and including termination, will occur for employees who engage in unsafe practices, including violations of Power Integrations Code of Safe Practices. Power Integrations disciplinary policy applies especially to employees who know of and do not immediately report workplace hazards, particularly if failure to report hazards exposes others and/or property to unnecessary hazards or harm. If you do not understand any portion of this program, please ask your supervisor, the Vice President of Corporate Development or the Manager of Human Resources.

2.2 GENERAL CODE OF SAFE PRACTICES

The purpose of the Code of Safe Practices is to assist you in making safety a regular part of your work habits. This is a minimum guide to help identify your responsibility for safety. Your supervisor is obligated to hold you responsible for your safety by enforcing these rules and by providing you a safe work environment.

- Report to your supervisor all accidents, near misses, and injuries, no matter how slight, which occur on the job.
- Cooperate with and assist in investigations of accidents to identify the causes and to prevent recurrence.
- Promptly report to your supervisor all un-safe acts, practices or conditions that you observe.
- Obey all safety rules and follow published work instructions.
- Wear personal protective equipment when working in hazardous areas, and/or as required by your supervisor.
- Keep your work area clean and orderly at all times.
- Desk drawers should not be left open
- Be sure electrical cords for office equipment are not a trip hazard.
- Do not overload electrical outlets.
- Keep desk drawers clean and do not leave sharp object unprotected.

- Only open one file cabinet drawer at a time to prevent tipping.
- When moving office equipment, exercise judgment and proper lifting techniques. Seek assistance when needed.
- Do not stand on chairs with wheels. Use safety approved step stools or ladders.
- Inspect all equipment prior to use and report any unsafe conditions to your supervisor.
- Submit suggestions for accident prevention that may assist in improved working conditions or work practices to your supervisor.
- Do not report to work under the influence of alcoholic beverages or drugs, or consume them while on company premises. All employees are required to adhere to the Company's Alcohol and Drug Policy.
- Do not participate in horseplay, fighting, or distracting fellow employees.

Safety and injury prevention is the responsibility of everyone. Employees should become thoroughly knowledgeable with and observe all safety practices specific to their job. Failure to conform to any of the preceding Safety Rules may be cause for disciplinary action, up to and including termination.

3 IDENTIFICATION OF WORKPLACE HAZARDS

3.1 INSPECTIONS

Periodic inspections are used by PI to identify unsafe conditions and work practices. Inspections are performed:

1. Whenever PI is made aware of a new or previously unrecognized hazard; and
2. Semi-annually for all work areas.

The Manager of Human Resources conducts inspections with assistance from a representative of the department, if necessary. Inspection results are provided to the department manager/supervisor so that important findings can be addressed immediately. An Inspection Checklist (Appendix A) shall be used to document all issues identified during the inspection. Furthermore, corrective actions and completion dates shall be assigned to responsible parties (e.g., managers) and shall be noted on the inspection document. For safety issues identified by a manger/supervisor, the manager/supervisor must notify the Manager of Human Resources. When necessary the issue will be reviewed by the VP of Corporate Development, and then routed to the appropriate employee, organization, or contractor for correction (e.g., Facilities).

Inspections shall include a review of previous findings to ensure completion. Copies of inspection findings should be filed with the Manager of Human Resources the Department Manager.

In addition to internal inspections, "third-party" Environmental, Safety & Health inspections may occur over the course of a year, which may include:

- Local Fire Department: Fire Prevention;
- California Department of Industrial Relations (Cal-OSHA): Worker Safety inspections (complaint response or random); and
- Insurance Carriers: Workers' Compensation and Loss Control (e.g., Fire) Insurance Carriers.

3.2 HAZARD EVALUATION

This section describes the potential occupational health & safety hazards associated with the jobs and responsibilities of employees working at PI. This information is used to prevent unsafe work conditions and identify safe work practices.

PI's system for identifying, evaluating, and preventing occupational health and safety hazards includes:

- Review of applicable General Industry Safety Orders (CCR Title 8) and other nationally recognized standards that apply to the PI operations;
- Review of all accident, injuries and illnesses that have occurred at PI;
- Initial and periodic inspections of all work areas; and
- Evaluation of information provided by employees.

PI's potential health and safety hazards can be divided into the following job classifications:

- General and Administrative;
- Research and Development;
- Sales and Marketing and;
- Production and Shipping/Receiving.

3.3 SAFE WORK PRACTICES

Safe Work Practices provide a standardized set of operating procedures, which include safety rules, and procedures. The Safe Work Practices convey operational procedures, process information, safe work conditions, practices, and protective/safety equipment needed to eliminate or mitigate identified safety and health hazards. These practices will be used for the employee training and inspection element of PI's IIPP.

Managers and/or supervisors are responsible for developing Safe Work Practices within their areas. Department managers shall approve all such Safe Work Practices. The guidelines for developing Safe Work Practices:

- Are useful as a training tool for newly assigned employees and for refresher training for current employees;
- Safe Work Practices are easy to understand and are recognized as the safety rules for a particular job;

- Are enforceable, if necessary, with disciplinary procedures because they are simply stated rules and recognizable safety requirements which employees must follow; and
- Can be incorporated into inspection programs as a set of requirements that should be monitored for compliance at each inspection interval.

3.4 MEDICAL EVALUATION

Medical conditions may arise as a result of employment (i.e., occupational injury or illness) or that may affect employment (e.g., personal medical conditions, workplace-related injuries and illnesses). Records associated with occupational injuries and/or illnesses will become part of the employee's confidential medical/personnel file. An occupational medical clinic, selected by PI, will usually provide medical evaluation services in these cases, including medical reports, restrictions, and return-to-work authorizations. Personal medical record information will usually only involve work restriction and return-to work authorizations.

On occasion, such services may also involve hospitals, the employee's personal physician, or a physician specified by the Companies Workers Compensation carrier, The Hartford.

3.5 UTILIZATION OF EXTERNAL RESOURCES

PI may periodically contract the services of private EH&S consulting firms. This serves as a quality assurance check and assists PI with their compliance program. Consulting services that may be used include, but are not limited to:

- Fire Protection;
- Industrial Hygiene;
- Safety Engineering; and
- Risk Assessment.

4 ACCIDENT INVESTIGATIONS AND RESPONSE

4.1 ACCIDENT INVESTIGATION

Accident Investigations are intended to determine causative or contributing factors of occupational injuries and illnesses and are used in determining if any action is necessary in preventing recurrence. They are not intended to "fix blame" upon an individual or group of individuals. Accidents are defined as an unexpected and undesirable event, frequently resulting in injury or property damage. Accidents that do not result in injury or property damage are often referred to as "near misses." All accidents involving injury or property damage are to be investigated. Furthermore, "near misses" that could have produced significant injury or damage (e.g., hospitalization, death, environmental impact, considerable property damage or business interruption) should also be investigated.

4.2 ACCIDENT RESPONSE AND CORRECTIVE ACTION PROCESS

When an accident occurs at PI, the employee or co-worker notifies his/her manager/supervisor about the event and, when necessary, calls 9-911. Conditions that may require use of outside emergency assistance include, but are not limited to: fire, serious medical emergency, or chemical spills.

If an employee illness or injury is not life threatening, then the employee should be immediately transported to a local clinic or hospital.

In cases where the employee receives professional medical care as a result of an on-the-job injury, the employee will receive treatment and will return to work as directed by the treating physician.

The supervisor or manager who was notified of the accident is to complete an Employer's Report of Occupational Injury or Illness immediately. The supervisor or manager must also provide the Employee's Claim for Workers' Compensation Benefits Form (available from Human Resources) to the employee within 24 hours.

The Manager of Human Resources sends a copy of the Employer's Report of Occupational Injury or Illness to The Hartford within 24 hours. If appropriate, The Hartford files a Workers' Compensation case and communicated the injury or illness to the Manager of Human Resources to enter the information on the OSHA 300 Log.

The Manager of Human Resources determines, in conjunction with the VP of Corporate Development when necessary, whether the cause of the accident can be quickly fixed or whether a more detailed corrective action plan is needed. If the problem is quickly fixed at the supervisor/manager level, the action is documented and filed in the employee's medical record, with the Manager of Human Resources.

The Manager of Human Resources tracks all accidents in an aggregate accident file containing the Employer's Report of Occupational Injury or Illness.

If the problem requires more extensive review, the employee's manager and the VP of Corporate Development investigate the accident, determine what corrective action is necessary, and present those findings to the President/CEO.

The President/CEO decides whether to approve the recommended plan and commit the resources needed to solve the problem. If the plan is not approved, alternatives are evaluated and the President/CEO facilitates a solution. The employee's manager implements the corrective action in the department.

The corrective action is documented and filed in the employee's medical record, and copied to the Manager of Human Resources.

4.3 ACCOMMODATING MEDICAL RESTRICTIONS

Any PI employee returning to work after a medical absence of five or more days is required to bring a Return-to-Work Authorization form signed by a physician to the Manager of Human Resources prior to returning to work.

The Manager of Human Resources, with concurrence from the employee's manager, The Hartford, and involved medical professionals, will assess the appropriateness of the employee returning to work based on the employee's present health status, and will evaluate the medical restrictions based on knowledge of the job requirements.

The Manager of Human Resources will track all absences from work related injury or illness on the OSHA 300 Log.

The Manager of Human Resources will confer with the employee's manager to assure that an ill or injured employee's job is analyzed and that medical restrictions are accommodated, if possible.

4.4 UTILIZATION OF EXTERNAL RESOURCES

If necessary, PI will utilize the services of a consultant(s) to assist in conducting an accident investigation when specialized expertise is required. Consulting services that may be used include, but are not limited to:

- Fire Protection;
- Industrial Hygiene;
- Safety Engineering; and
- Risk Assessment.

5 EMPLOYEE COMMUNICATIONS

5.1 CORPORATE SAFETY AND HEALTH

It is PI's policy that there must be open, two-way communication between management and employees, especially with respect to environmental, health, and safety issues. No procedures or work practices should be implemented that impedes this communication process.

The IIPP is designed to allow and encourage employees to communicate with various levels of management on EH&S issues and also to provide the necessary mechanisms for management to keep employees informed regarding matters important to their health and safety. Employees are advised that there will be no reprisals or other job discrimination for expressing any concern, comment, suggestion, or complaint about a safety-related matter. Furthermore, employees are informed of their other right and protection under the law, such as:

- Access to medical records;
- Access to Material Safety Data Sheets for chemical use; and

- Right to refuse unsafe/hazardous work.

5.2 COMPANY SAFETY POLICY

It is the policy of the Company to have a safe and healthful workplace. To that extent, we have implemented this Injury and Illness Prevention Program.

Members of management are expected to do everything within their control to assure a safe work environment and to comply with Federal, State, and Local safety regulations and standards.

Employees are expected to obey safety rules, follow established safe work practices, and to exercise caution and good judgment in all of their work activities.

All employees are expected to report any unsafe conditions to their supervisor, immediately. Employees at all levels of our organization must take responsibility to correct unsafe conditions when possible. If corrections cannot be easily implemented, steps should be taken to make management aware of the issues and corrective actions as soon as possible.

By working together, we will be successful in maintaining a safe and healthful work place from which we will all benefit.

5.3 COMMUNICATION POLICY AND SAFETY RULES

To communicate general safety policies and rules, all employees shall receive their initial *New Employee Safety Orientation* from Human Resources. Specific policies and job procedures are to be reviewed with the new employee by their Manager. This orientation shall be documented by completing a *New Employee Orientation Checklist*. This form will be maintained by Human Resources, in the employee's file.

Communication meetings are encouraged between management/supervisors and workers to cover all aspects of employee safety. These meetings can either be dedicated to cover EH&S issues, or can be part of other, regularly scheduled meetings (e.g., departmental staff meetings, planning meetings, group meetings, etc.)

PI also utilizes an electronic mail program to communicate the safety policy directly to all employees. Employees are encouraged to use electronic mail to notify supervisors or managers of any safety deficiencies or hazards. Corrective actions may also be reported to employees via this system. Additional methods of communicating information directly to employees will be through the use of bulletin boards, memos and the Power Integrations Human Resources Intranet site. From time to time it may be necessary to issue EH&S information or reminders to employees in the form of bulletins. Safety posters, memoranda from management, and required postings (e.g., Workers' Compensation notices, OSHA posters, OSHA 300 Log summary, etc.) will be posted on bulletin boards, located in the lunchrooms, for employee review.

5.4 EMPLOYEE COMPLIANCE AND SAFETY CONCERNS

PI recognizes that employee contributions to the EH&S program serve the company well by assisting in creating a safe and healthful work environment and often improve employee morale and productivity. As such, it is important for employees to be recognized for these contributions. When employees are evaluated by their supervisors and managers, safety & health performance should be evaluated with the same level of importance as productivity, technical ability, quality, dependability, and so on.

On the other hand, poor safety performance must be corrected just as poor performance measures in other areas must be addressed. Violation of EH&S policies will not be tolerated because of the potentially severe consequences. The outcome of such violations could include: personal injury or illness; injury or illness inflicted upon co-workers impact; equipment, property, or facility damage; and business interruption and financial loss.

Therefore, violations of EH&S policies may be grounds for disciplinary action up to and including termination.

6 TRAINING & EMPLOYEE INFORMATION

6.1 GENERAL SAFETY INFORMATION

PI will provide training and instruction to:

1. To all new employees;
2. To all employees given new job assignments for which training has not been previously received;
3. Whenever new processes, procedures, or equipment are introduced in to the workplace and represent a new hazard; and
4. Whenever PI is made aware of a previously unrecognized hazard.

Training and instruction shall include:

1. A review of potential safety and health hazards identified in employee work areas;
2. Necessary means of minimizing potential hazards, including safe work conditions and work practices; and
3. Instruction on any safety equipment or personal protective equipment, which should be used.

6.2 NEW EMPLOYEE ORIENTATION

One of the most critical employee training programs is New Employee Orientation. Human Resources will meet with new employees and supply a general safety orientation. The new employee's manager will review specific job-related safety information with an employee on his/her first day of work.

6.3 WORKERS' COMPENSATION

Human Resources shall take the following action with respect to Workers' Compensation:

- Provide a Facts About Workers' Compensation pamphlet and an explanation of workers' compensation benefits to new employees at the time of hire;
- Explain workers' compensation benefits (temporary disability payments, mileage, medical & therapy fees, and medical visits on work time) and restrictions (e.g., one primary treating physician, physician authorized time off), and give the Facts For Injured Workers pamphlet to injured employees at the time of a work-related incident;
- Notify employees in writing, at time of hire, of their right to pre-select a treating physician in the event of a work-related injury/illness;
- Notify employees via posted notice that voluntary recreational/social activities are excluded from workers' compensation coverage;
- Regularly interpret Workers' Compensation reports for management; and
- Provide manager/supervisor training regarding Workers' Compensation regulations: Informing them of the necessity of reporting occupational injuries/illness no later than 24 hours of knowledge of the injury; providing a claim form to the injured employee no later than 24 hours after the injury; and ensuring that discrimination does not occur against employees claiming a work-related injury.

7 RECORDKEEPING AND DOCUMENTATION

7.1 INSPECTIONS

Inspection records and corrective action documentation of PI's work areas will be kept by Human Resources following necessary review by the VP of Corporate Development.

7.2 TRAINING RECORDS

Training records of PI employees will be kept by Human Resources following successful completion of a class.

7.3 MEDICAL RECORDS

Medical surveillance records and related industrial hygiene sample data are to be maintained by the Manager of Human Resources as required by law. These records include any specific work hazard training.

The following guidelines will be used by the Manager of Human Resources in the handling of employee medical records:

- Employee health records will be retained for the duration of employment and any additional duration as required by law;
- Separate confidential and non-confidential information records on employee health records will be kept;
- Access to confidential health information will be controlled; and
- Subpoenas will be complied with while protecting privileged information on litigated files.

7.4 ACCIDENT STATISTICS – OSHA 300 LOG

The following guidelines will be used by the Manager of Human Resources in maintaining the OSHA 300 Log:

- Maintain a log and summary of all recordable occupational injuries and illnesses at PI;
- Number and enter each recordable injury or illness on the OSHA 300 Log and the Supplementary Record no later than six working days after knowledge of a recordable injury or illness;
- Keep OSHA logs current and retain them as required by law;
- The Manager of Human Resources will conspicuously post a summary copy of the OSHA 300 Log locally (no later than February 1, until April 30, annually); and
- Report (to Cal-OSHA, within 48 hours) any occupational incident, which results in a fatality or hospitalization of five or more employees.

7.5 ACCIDENT INVESTIGATION & EMPLOYEE COMPLAINTS

Accident investigation and employee complaint records will be kept on file by the Manager of Human Resources following presentation/review to the VP of Corporate Development.

8 PROGRAM AUDIT & REVIEW

PI's Manager of Human Resources will conduct an annual review of the Injury & Illness Prevention Program to ensure that the program reflects current company policies and practices, complements management responsibilities and incorporates any process or facilities changes that have occurred.

9 APPENDIX (A)

SAFETY INSPECTION CHECKLIST

Checklist Item S=Satisfactory D = Discrepancy N/A = Not Applicable	S	D	N/A	Corrective Action Taken & Date
1. WORK AREA CONDITIONS <ul style="list-style-type: none"> • Are there trip or slip hazards? • Is there good illumination of work areas, walkways and stairs? • Any blind exits or entrances? • Are stairs and inclines clear and in good condition? • Are quarters cramped • Is ventilation adequate? • Are holes, excavations covered or fenced in? • Any exposed surfaces (electric, sharp, hot, etc.)? • Are work areas kept free of refuse or debris? 				
2. WORK PRACTICES <ul style="list-style-type: none"> • Is the correct job procedure being followed? • Do job procedures allow for safe work practices? • Are routine practices safe? • Are short cuts taken that are hazardous? • Is there horseplay? • Is employee intoxicated or fatigued? • Are extended reaches avoided? • Are tasks done repetitiously? • Is office equipment properly adjusted for each individual? • Do employees stand on chairs to obtain items out of reach? 				
3. STORAGE <ul style="list-style-type: none"> • Are materials stacked securely and out of the way? • Are heavy objects kept off the top of file cabinets? • Are storage shelves properly anchored to prevent tipping over? • Are items properly stored to allow for easy access and removal? • Are dedicated aisles, walkways and exits kept clear? 				
4. TOOLS <ul style="list-style-type: none"> • Is the right tool used for the job? • Is the tool used correctly? • Are tools in good condition? • Is there a place for every tool? • Are tools kept sharp? 				

<p>5. MATERIAL HANDLING</p> <ul style="list-style-type: none"> • Are materials heavy? • Do materials have rough surfaces, sharp corners or nails? • Is lifting done with leg muscles? • Are materials long and awkward to hold? • Are materials or container hot? • Are materials poisonous? • Are explosives, acids or caustics handled directly? • Are materials slippery due to crease, paint, etc.? • Is material-handling equipment provided and used properly? 				
<p>6. MACHINE GUARDING</p> <ul style="list-style-type: none"> • Are machine and personal safeguards used? • Are the cutting, punching, forming, etc., parts of machines guarded? • Are moving parts guarded (shafts, belts, gears, pulleys, cables)? • Are the pinch points between gears and belts and pulleys guarded? • Are there projections that may snag clothing, finger, hair, etc.? 				
<p>7. CLOTHING</p> <ul style="list-style-type: none"> • Loose and ragged clothing, jewelry and neckties worn around machinery? • Is oil-soaked, flammable clothing worn? • Are heels low; soles good? • Are goggles, respirators, hard hats, safety belts, etc., need and worn? 				