

## Creating a safe work place

Putting the health and safety of your employees first will benefit your business and can increase your business's social capital, which is the third vital aspect of achieving sustainability.

### A safe work environment will:

- Prevent accidents
- Improve morale
- Reduce workers compensation premiums
- Reduce lost work time

In the state of New Hampshire, federal regulations dictate what an employer must do to be in compliance for a safe workplace. Consequently, enforcement is carried out by the U.S. Department of Labor-Occupational Safety and Health Administration. To develop a comprehensive safety program, use the [OSHA website](#) to understand the requirements that apply to your industry. The OSHA website also has on-line tools for in-house training on a variety of topics.

Check out your industry's [most cited violations](#) (you will need your NAICS or Standard Industrial Code) to understand where businesses like yours have typically had problems. For on-site assistance use the [DES OSHA Consultation Program](#) to determine where improvements are needed to reduce risk to your employees and your business.

If you employ more than five people, you must have a [written safety program](#) in place as required by the [New Hampshire Department of Labor](#).

### Listen to your employees

Your employees are on the front line and often have ideas on how to improve operations. They are also your partners in getting the job done—the more your employees are engaged in your business operations, the better you will do. Some ways to engage employees are to:

- Perform in-house training and ask for their input
- Develop an employee reward program for identifying ways to cut costs or improve efficiency.