



EXHIBIT G - SAFETY

General Safety Policy and Requirements

1. Safety in all Henry Carlson Company operations is not just a corporate goal; it is a requirement.
2. Toward this end, HCC has formulated this written Safety exhibit and policy to govern the operations of all Subcontractors (including all employees, sub-subcontractors, and agents of Subcontractors) on HCC construction projects and jobsites. Subcontractor shall adhere faithfully to the requirements of this policy and exhibit, as well as the safety rules, instructions, and procedures issued in conjunction with it, while on HCC jobsites.
3. It is the policy of HCC to adhere to all applicable state, federal, and local codes and regulations in promoting a safe work place.
4. It is a condition of this Subcontract, and all Subcontracts issued by HCC, that all Subcontractors adhere to this policy and exhibit and the accompanying safety requirements. Failure to comply is a breach of the Subcontract.
5. All visitors, including but not limited to contractors, subcontractors, suppliers, owners representatives, agents of the architect or engineer, regulatory authorities, and insurance company representatives, shall be required to follow all safety rules and regulations in effect during their visit to the HCC jobsite operations. This includes, but is not limited to, OSHA regulations, HCC safety rules and policies, and HCC insurance company's loss control and safety rules and policies.
6. HCC and its Subcontractors will make every effort to ensure that the on-site operations do not endanger the safety of their employees. To this end, all on site personnel, from any trade, are required to report hazardous conditions and/or unsafe activities to the appropriate HCC officials.
7. The HCC Project Superintendents, Project Managers, Safety Director, Foremen, and Safety Committee Members have the full support of management in enforcing the provisions of this policy.

Safety Violation Enforcement

HCC, acting through its Superintendents, Project Managers, or the Safety Director, will provide Subcontractor with a written "Subcontractor Safety Warning Notice" of any safety violations/deficiencies on the jobsite by hand delivery to the Subcontractor's field

lead persons and by hand delivery, U.S. Mail, faxed, or electronic delivery to the office of the Subcontractor to the attention of the party listed in the Subcontract.

Each violation of the HCC safety policy, as evidenced by a Subcontractor Safety Warning Notice, shall be an event of default and grounds for suspension or termination of the Subcontract under Article 7 of AIA Document A401. HCC's remedies for such default may include, without limitation, completion of the Subcontractor's work by HCC, withholding further payment to the Subcontractor until HCC completes such work, and withholding or recovering from Subcontractor any costs incurred by HCC completing Subcontractor's work.

Notwithstanding any cure periods otherwise allowed under the Subcontract, the Subcontractor must take immediate corrective action for all "Subcontractor Safety Warning Notices." HCC may withhold the payment to Subcontractor until Subcontractor corrects the safety violation.

Specific Safety Policies and Procedures

The following safety policies and procedures are required of all contractors, subcontractors, employees, and visitors on this project.

1. **Safety Regulations, Rules, and Policies** - All OSHA regulations, HCC safety rules and policies, and HCC insurance company's loss control and safety rules and policies shall be adhered to on this project and jobsite by all contractors, subcontractors, employees, and visitors. All subcontractors and contractors shall abide by all OSHA standards pertaining to construction sites with special emphasis on:

- Excavation and trenching
- Fall protection
- Scaffolding erection and use
- Forklift and man lift operation
- Electrical and proper GFI
- Personal protective equipment

Any potential hazards or procedures performed, which conflict with any of these regulations, safety rules, or policies, should be noted on the weekly inspection forms and corrected in a timely manner.

Failure of the contractor or subcontractor to be in compliance with OSHA standards on HCC jobsites which results in HCC sustaining any monetary penalties or fines shall be required to reimburse HCC for the amount of the fine plus twenty percent (20%) for administrative burdens.

2. **Personal Safety Equipment** – All workers and visitors on the jobsite will be required to wear a hardhat and safety glasses at ALL TIMES, WITHOUT EXCEPTION.

3. **Weekly On-Site Inspections** – Representative employees from the contractors as well as all subcontractors on the jobsite may be required to perform an inspection of the job premises, perhaps as often as weekly, noting any potential hazards, safety concerns, or suggestions for improvements in safety related procedures. A standard form will be developed and used for this purpose with space for comments from all trades involved in the inspections. Corrective or proactive actions should be recommended and documented on the form.
4. **Hazardous Material Compliance** – In compliance with OSHA regulations, all contractors and subcontractors shall maintain proper documentation on all hazardous materials brought on site and comply with all OSHA HAZCOM procedures. If requested by the contractor, the subcontractor shall provide all HAZCOM information for review. Inadequate HAZCOM procedures must be upgraded to meet OSHA and industry standards. Material Safety Data Sheets shall be maintained in a location that is accessible to other contractors who may want to review them.
5. **Cleanup and Housekeeping** – Subcontractor must maintain good housekeeping and shall perform cleanup of their work areas on a minimum of a weekly basis (more often if needed or requested by the HCC Superintendent or Project Manager) and shall remove all debris from his operations and place in dumpster per contract. If the subcontractor fails to perform cleanup, HCC may do so and charge actual cost plus twenty five percent (25%). Cleanup and good housekeeping are imperative to maintaining a safe jobsite for all. Any cleaning and/or maintenance which are deemed inadequate shall be noted on the weekly jobsite inspections and corrected by the Subcontractor in a timely manner.
6. **Security** – Subcontractor shall not allow unauthorized access to the jobsite. At all times, but especially during evening and weekend hours, Subcontractor shall maintain control over access to and use of the jobsite premises.
7. **Drug and Alcohol** – All Subcontractors, their personnel and sub-subcontractors are required to comply with the prohibition of the use, sale, or possession of drugs and/or alcohol on any and all HCC jobsites. HCC reserves the right to enforce the drug and alcohol free workplace policy on all contractors, subcontractors and visitors on the jobsite. The entry into or presence on company premises, facilities, or jobsites by any person is conditioned and constitutes consent upon the right of HCC to search the person, personal effects, vehicles, lockers, baggage, and jobsite quarters. These searches may include the use of electronic detection devices; scent trained dogs, or the taking of blood, urine, breath, or saliva samples for testing to determine the presence of alcohol or drugs. The employer/manager of any employee suspected of “probable cause” will be notified that an employee may be in violation of this policy and the employer/manager and HCC will determine “probable cause” factors.

Should HCC and the employer of the employee have probable cause to suspect that an employee is in violation of this policy, the appropriate course of action will be discussed. If it is determined that the employee be drug/alcohol tested, cost of a test will be the responsibility of that employer. Any person found to be in violation of this policy, receiving a testing result of positive or refusing to submit to appropriate drug and/or alcohol testing is subject to disciplinary action up to and including immediate removal and future prohibition from HCC projects or jobsites.

In some cases the employee will not be allowed to work on HCC jobsites/property until the testing and resulting process is completed (i.e. DOT testing). HCC and the employer will make this decision based on job responsibility and function.

- 8. **Henry Carlson Jobsite Safety Rules** – Attached is a list of basic HCC jobsite safety rules. These rules are posted in jobsite trailers and shall be followed by all contractors, subcontractors, employees, and visitors. Subcontractor shall review these HCC Jobsite Safety Rules with any and all employees, visitors and agents who will be at this jobsite on behalf of or with the consent of Subcontractor. This shall include all personnel who come to the jobsite including delivery personnel or any personnel who are not regularly assigned to the jobsite.

See Attachments:

Subcontractor Safety Warning Notice
Henry Carlson Jobsite Safety Rules

Subcontractor Signature _____
Title _____
Date _____