

In addition to the requirements of Article 5 (SAFETY) of this agreement, the Subcontractor, its subcontractors, or anyone employed directly or indirectly by any of them shall follow the following safety and jobsite work rules, which are specific to TRICO and the Project while on site at the Project.

Under all circumstances, it is the goal of TRICO to comply with the requirements and intent of federal and state rules and regulations and to provide a safe and healthful work environment for all workers on our jobsites. This Exhibit is a limited overview of safe work practices. In addition to complying with this Exhibit, subcontractors must also comply with all local, state, and federal rules and regulations. In addition, full compliance with manufacturer's instructions, as appropriate, are required. Where conflicts in requirements are identified, the more stringent standard will apply.

### **H.1 SITE SPECIFIC SAFETY PLAN**

The Subcontractor shall develop a formal accident-prevention program, tailored to the needs of the Project and to the types of hazards involved, prior to the start of the Subcontracted Work.

The Subcontractor shall submit one (1) electronic copy to the TRICO project manager, and must maintain one (1) copy in an organized binder on site at all times. Subcontractors are required to be familiar and comply with the TRICO's Employee Health and Safety Manual.

### **H.2 SUBCONTRACTOR RESPONSIBILITIES**

Subcontractor responsibilities include, as a minimum, at least the following:

- Understand it is their legal responsibility to comply with all statutory safety and health requirements.
- Prepare a written safety program with details commensurate with the work to be performed.
- Designate a competent supervisor to carry out the subcontractor's safety and health obligations and to administer the on-site safety program.
- Maintain accurate accident and injury reports and make those reports available upon request to TRICO's project management.
- Report all incidents, injuries, near misses and/or occupational illnesses to the TRICO's project management staff immediately upon their knowledge.
- Be responsible for compliance by their employees with the project safety requirements.
- Have in place and use a disciplinary action plan for the enforcement of job rules and safety and health requirements.
- Provide safe working conditions and procedures for their employees.
- Inform TRICO of any hazardous conditions created by their operations.
- Provide a copy of an on-site chemical list and Safety Data Sheet (SDS) for all materials to be used on the job site to TRICO's jobsite staff.
- Participate in supervisory and craft safety meetings held by TRICO when work within the scope of their subcontract is in progress, or as contract requirements specify.
- Comply with jobsite-specific issues and exposures that may require more strict requirements.
- Notification of the TRICO's project management if any work is to be performed at a time other than the normal working hours as established by the TRICO's Superintendent.
- All Subcontractor personnel shall attend an onsite orientation prior to starting any work onsite.

### **H.3 ROLES AND RESPONSIBILITIES**

#### ***Designated Safety Representative***

Each subcontractor must identify, in writing, a Designated Safety Representative. The Designated Safety Representative is the person responsible for the jobsite safety program. He/she must be located on the jobsite and be responsible for coordinating the subcontractor's jobsite safety program. He/she must have the authority to implement change within the subcontractor's jobsite operations and must also have the authority to discipline and/or remove employees from the jobsite. The subcontractor Designated Safety Representative is responsible for safe work procedures and the safety of everyone within his/her scope of authority.

The Designated Safety Representative's jobsite accident prevention responsibilities include the following:

- Reviewing and approving, at least weekly, the accident investigations and jobsite inspection reports conducted by the supervisors and foremen. A copy of these reports must be furnished to TRICO.
- Ensuring subcontractor compliance with safety and health work practices.
- Ensuring that subcontractor employees receive training on general and specific safety and health practices for each of their job assignments.
- Coordinating the writing of Job Hazard Analysis as required to perform subcontractor's work.
- Coaching, counseling and disciplining subcontractor supervisors and employees to reinforce the importance of safe operations.
- Enforcing the provisions of the TRICO Subcontractor Accident Prevention Program and any other rules established for their particular operation.
- Reviewing and reporting near misses, incidents and injuries. A copy of this report must be furnished to TRICO.
- Coordinating the jobsite orientation and other jobsite safety training programs for subcontractor employees.

#### **Subcontractor Foreman/Superintendent**

The subcontractor Foremen/Superintendent is responsible for safe work procedures within their scope of authority. Supervisors' responsibilities include, but are not limited to the following:

- Conducting daily inspections of their work areas and operations to identify and initiate action to correct unsafe work practices or unsafe conditions.
- Conducting weekly safety meetings and training programs for their employees.
- Writing Job Hazard Analysis as required to perform subcontractor's work.
- Encouraging employees to report any unsafe conditions or unsafe work practices.
- Investigating accidents and near misses, regardless of severity, to determine cause and corrective measures.
- Instructing new employees in the recognition and avoidance of hazards.
- Enforcing the provisions of this Subcontractor Accident Prevention Program and any other rules established for their particular operation.
- Conducting and participating in orientation and safety training as directed by the TRICO's Superintendent.

#### **Subcontractor Employees**

Subcontractor Employees are responsible for following the safe work procedures established to protect them. Subcontractor Employees' responsibilities include at least the following:

- Obeying safety regulations, instructions and policies.
- Being familiar with any Job Hazard Analysis that pertains to their part of the work.
- Using personal protective equipment and safety devices provided or required.
- Reporting any unsafe condition or unsafe work practices to their supervisor and/or TRICO.
- Actively participating in the weekly and special safety meetings.
- Offering suggestions for improvement to our program.
- Attending and participating in orientation and safety training as directed by the TRICO's Superintendent.

#### **H.4 SUBCONTRACTOR COMPLIANCE/DISCIPLINARY POLICY**

Under TRICO's policy, all subcontractor employees are required to follow subcontractor and TRICO's safety policies and operating procedures. The discipline policy of TRICO's is intended to encourage subcontractor employee compliance with the TRICO's Accident Prevention Program. When needed, the subcontractor shall provide their employees with additional training and information, or re-training to maintain their knowledge. TRICO reserves the right to remove subcontractor employees from the jobsite "at will." Any subcontractor employee(s) found performing work in an unsafe manner that could endanger the employee or any other worker may be subject to the TRICO's discipline policy.

TRICO recognizes the subcontractor has the responsibility of ensuring those workers under their employ and supervision follows governmental regulations and TRICO's safety policies. The preferable method of action is for the subcontractors to implement their own discipline policy. However, TRICO reserves the right to immediately take the appropriate action to eliminate subcontractor safety and health exposures.

TRICO's Superintendent will determine the course of action best suited to the circumstances. The subcontractor's Designated Safety Representative will be informed of the violation and will enact the subcontractor discipline procedure as determined by the TRICO's Superintendent.

If TRICO's Jobsite Superintendent determines that the disciplinary action taken by the subcontractor is not appropriate, he/she reserves the right to immediately remove the subcontractor employee without prior written warning.

#### **Subcontractor Foreman Discipline**

TRICO's Superintendent will keep a copy of all discipline actions for subcontractor employees. If a subcontractor foreman has accumulated over three disciplinary actions initiated by TRICO for employees under the subcontractor foreman's supervision within a six-month period, the subcontractor foreman may be disciplined as directed by TRICO's Superintendent.

#### **H.5 COMMUNICATION OF SAFETY AND HEALTH MATTERS**

The elements of TRICO's Health and Safety program shall be communicated in a readily understandable manner to all subcontractor employees. Each new subcontractor employee will receive a new-hire orientation that will cover the basic elements of the safety program. This orientation will be conducted by either the subcontractor or TRICO, as determined by the TRICO's Superintendent.

All subcontractor employees will participate in weekly toolbox safety meetings as well as special training on specific safety issues. Subcontractor employees shall be kept informed of the requirements of TRICO's Health and Safety Program with weekly toolbox safety meetings, special training sessions, and day-to-day employee/supervisor interaction. The Designated Safety Representative will coordinate these safety activities.

At the discretion of TRICO's Superintendent, the subcontractor may hold a separate toolbox safety meeting. If a

subcontractor chooses to hold a separate weekly toolbox safety meeting, a copy of the meeting minutes and attendance sheet must be provided to TRICO's Superintendent. At least one or more subcontractor employees, at TRICO's Superintendent's discretion, must attend TRICO's weekly toolbox safety meeting so that information announced at that meeting could be relayed to subcontractor employees. Periodic job-wide safety meetings, attended by all subcontractor personnel, may be held at the discretion of TRICO's Superintendent.

It is the policy of TRICO to encourage all subcontractor employees to report hazards existing at their jobsite to their supervisors so that corrective action can be taken in a timely manner. Subcontractor employees who report such conditions will not be disciplined nor will they suffer any reprisals due to their actions.

#### **H.6 METHODS AND PROCEDURES FOR CORRECTING UNSAFE OR UNHEALTHY CONDITIONS OR WORK PRACTICES**

All unsafe or unhealthy work conditions or work practices identified will be evaluated and corrected.

Unsafe or unhealthy work conditions or work practices will be corrected in a timely manner, as determined by the severity of the hazard. Under no conditions, will subcontractor employees be required to, or permitted to, work under conditions that pose a clear or imminent hazard.

Problems that cannot be corrected immediately will be assigned to the Designated Safety Representative to ensure completion of the corrective action. Once corrected, written documentation shall be furnished to TRICO's Superintendent.

When an imminent hazard exists which cannot be immediately corrected without endangering employees and/or property, the following steps will be followed:

- Remove all potentially endangered workers from the dangerous work area.
- Provide employees responsible to correct the condition with necessary safeguards.
- Correct the problem.
- Document the corrective action and date corrected in accordance with this Section. The documentation is to be completed by the Designated Safety Representative or her/his designee. TRICO's Superintendent will be provided with a copy of this documentation.

#### **H.7 TRAINING AND INSTRUCTION**

Subcontractors shall ensure that their employees receive training and instruction in the following areas:

- General safety and health work practices.
- Specific instruction with respect to hazards unique to the job assignment.
- Training of subcontractor employees as to this Project Safety Program shall be given:
  - When the program is first established.
  - To all new employees.
  - To all employees given a new job assignment for which training has not previously been received.

Whenever new substances, processes, procedures or equipment are introduced to the workplace and represent a new hazard, ensure that TRICO is made aware of new or previously unrecognized hazards. In accordance with this TRICO Health and Safety Program, the Designated Safety Representative or his/her designee shall provide training during the new-hire orientation, weekly toolbox training meetings or special training sessions.

Additional training shall be provided to subcontractor supervisors to familiarize them with the safety and health hazards to which employees under their immediate direction and control may be exposed.

**All workers are required to attend TRICO's safety orientation prior to starting work. Subcontractors must conduct a "Tool Box Safety Meeting" at least once a week and all on site sub TRICO employees must attend. Visitors must receive a basic "Visitor Orientation," conducted by TRICO, before they will be allowed on site.**

#### **H.8 SUBMITTAL OF RECORDS**

The Designated Representative shall provide the following documentation at the discretion of the TRICO's Superintendent:

- Safety training records.
- Job Hazard Analysis.
- Incident and injury reports.
- Disciplinary Actions.
- Safety inspection reports.
- Safety Data Sheet (SDS) for materials on site.
- Other documentation as required by the TRICO's Superintendent.

#### **H.9 ADDITIONAL SAFETY REQUIREMENTS**

It is the goal of TRICO to comply with the requirements and/or intent of federal and state rules and regulations and to provide a safe and healthful work environment for all workers on our jobsites. The TRICO's Superintendent and all subcontractors are required to maintain current regulation documents on the jobsite.

In addition to the requirement for complying with federal and state regulations, the following are requirements for all workers on TRICO's jobsites:

***Alcohol and Drug Testing***

TRICO's and its subcontractors are required to assure that all employees performing work on all TRICO's jobsites are free from alcohol and other drug impairment. Possession or use of drugs and alcohol are prohibited on all projects. Anyone in possession of, or under the influence of, may be immediately removed from the site. If the violation of this rule involves an illegal activity, it may be reported to the police as a crime. All subcontractor Alcohol and Drug Testing programs must meet or exceed the TRICO's Alcohol and Drug Testing Program.

***Broadcast Media***

Broadcast media devices such as radios, televisions, and cell phones used for the purpose of entertainment listening, whether they are being used with or without headphones, are prohibited on site.

***Energized Equipment/Systems***

Work on or near exposed energized systems (e.g. Electrical, Fluid, Air) is prohibited unless authorized by an officer of TRICO.

***Eye/Face Protection***

Subcontractor employees are required to wear American National Standards Institute, ANSI Z87.1 approved eye protection at all times.

When needed or required, approved eye protection with a face shield will be worn for double eye protection. Hot saws, Masonry Saws and cutting or grinding of metals require the use of a face shield as secondary eye protection on TRICO projects.

Sunglasses that are not ANSI approved shall not be worn as eye protection. Reading spectacles that do not fully cover the eyes are not approved.

***Electrical Equipment Inspection***

Electrical equipment should be visually inspected daily.

At least a quarterly inspection will be conducted on all portable electrical equipment, including those that are protected by ground fault circuit interrupters. All 110-volt power equipment will be marked with the appropriate color-coding. Only three wire extension cords rated for "hard" or "extra hard" usage are permitted.

***Environmental Compliance***

It is the duty of all subcontractors to comply with all environmental laws and regulations. Subcontractors that create spills, discharge pollutants or cause damage to any environmental Best Management Practices will be held responsible for their actions.

***Excavations***

Employees are not allowed to work in an excavation in excess of 4 feet deep unless the excavation is sloped, stepped or shored. End plates are required on trench boxes unless the TRICO Project / Safety manager authorizes an "acceptable" alternate plan. Subcontractors working in excavations shall have a trench safety plan and Excavation Utility Permit.

***Fire Protection***

Subcontractors shall supply and maintain fire extinguishers adequate to suppress any fires within their immediate work area.

Any flammable liquid container over 5 gallons or combustible liquid container over 50 gallons shall be stored in a designated area.

***Footwear***

Footwear worn by all exposed personnel on TRICO's jobsites must:

- Be made of leather or other substantial material.
- Provide ankle support.
- Have adequate traction.
- Have toe protection when required by state and federal requirements.

The TRICO's Superintendent will make the ultimate decision of what type of footwear is required in each circumstance.

***Housekeeping***

Subcontractors are required to pick up their trash and debris on a daily basis. Materials, tools and storage areas shall be kept in a neat orderly fashion. Failure to maintain good housekeeping is a violation of this Exhibit and can result in disciplinary action. Costs incurred for clean up of subcontractor materials can be charged to the subcontractor at TRICO's Project Manager's discretion.

***Injuries/Accidents***

All accidents, injuries, utility strikes or near misses shall be reported to TRICO at the time that they occur. A complete report for any major events will be required within three days of the occurrence.

***Ladders***

Ladders must not be rated less than "Type I - Industrial." Trestle ladders shall not be used on the project.

***Lifting Operations***

All cranes shall have a third party inspection conducted prior to initially starting work. Suspension lifting by heavy equipment [other than cranes] is prohibited, except when an attachment point and /or lifting device

designed and engineered for use with a specific piece of heavy equipment is used in conjunction with the applicable load chart.

***Long and Short-Term Work Planning***

Subcontractors are required to create a Job Hazard Analysis (JHA) for each major task, hazardous task or non-routine process associated with their work. These documents must be reviewed with the crew before starting work each morning. JHA's shall be submitted to TRICO's designated representative.

***Fall Protection***

On Work Platforms (e.g. scaffolds), workers must have fall protection that prevents or arrests a fall where they would otherwise be exposed to a fall of greater than six feet (6'). A Work Platform is an elevated platform providing worker access from which tasks (unrelated to the work platform) are carried out. Work Platforms include, but are not limited to all supported and suspended scaffolds, rolling and "Baker" scaffolds, walkways and bridges between scaffolds, and aerial lifts.

No one may work if exposed to a fall of greater than six feet (6') without fall protection that prevents or arrests a fall, there are no exceptions, including ladders.

***Firearms***

Subcontractor employees are strictly forbidden to bring firearms on to any TRICO's jobsite, parking lot or facility.

***Fires***

Subcontractor employees are strictly forbidden to build any fires on any TRICO's jobsite, parking lot or facility.

***Language, Fighting and Horseplay***

The use of offensive words and obscene language are prohibited on site. The use of violence or physical means to overpower or harm another is prohibited on site. Horseplay, fooling around, roughhousing, pranks, bullying and other activities that may be inconsistent with ordinary and reasonable common sense are prohibited on site.

***Owner Work Rules***

Additional site-specific work rules, which are required by the Owner for work on the project or to be on site at the Owner's facility, must be followed and will be discussed during TRICO's Jobsite Orientations.

***Personal Protective Equipment***

Safety glasses, approved hardhats, shirts with sleeves, longs pants, work boots / shoes and hi-visibility vests are required must be **worn at all times**, while on site, throughout the construction period without exception. Clothing with profane, inappropriate, disrespectful, or unprofessional sayings and slogans are not allowed on site. Welding hoods will be worn with hard hats. Chain saw use will require chaps, face shields and gloves. Foot covers will be worn with tamper style soil compactors and jackhammers.

***Working Alone***

An individual without line-of-sight does not permit work or within ear shot of another unless another plan for maintaining contact/rendering assistance is authorized by TRICO.