



Exhibit F

Safety Requirements

The following information is provided as a guideline for specific items required by the Washington State Department of Labor & Industries under the Washington Industrial Safety and Health Act (WISHA).

All subcontractors and their employees must abide by the Safety Standards for Construction Work as stated in Chapter 296-155 of the Washington Administrative Code (WAC). By signing your Master Subcontract Agreement, you agree to follow Colvos Construction's (hereafter CC) Accident Prevention Program and Policies (APP). A copy of the APP may be emailed upon request or reviewed at the following locations:

Colvos Construction Main Office:
711 Court C
Tacoma, WA 98402

Colvos Construction Jobsite Office:
Locations Vary – Contact office for details
(253) 844-4640

1. Prior to the commencement of work on site all workers must attend the CC project safety orientation. This Orientation will address the known site hazards and cover rules and policies which help govern our projects. Required translation of the orientation and postings shall be provided by the subcontractor.
2. Subcontractors shall participate in all on site Weekly Safety Meetings when the subcontractor's personnel is on site. Meeting time and locations vary so please refer to the CC jobsite office for time and location.
3. CC has the following Subcontractor Disciplinary Program in place. The following steps will be followed unless the seriousness of the violation would dictate going directly to Step 2 or 3:
 - a. **First Time Violation:** will be discussed orally between CC supervisor and the subcontractor's employee directly or with the subcontractors on site supervisor.
 - b. **Second Time Violation:** of the same nature will be followed up in written form, with a copy being distributed to both the subcontractor's site supervision as well as the Subcontractors main office.
 - c. **Third Time Violation:** will result in the Subcontractor being fined **\$250** per occurrence. The subcontractor shall be notified in writing of the infraction and the amount will be deducted via change order from their contract.
 - d. **Fourth Time Violation:** will result in the Subcontractor being immediately removed from the jobsite until the issues are resolved or they are informed by CC that they may return to the site. **It shall be noted that any time lost during a project as a result of removal from site for safety violations shall not be the basis for a time loss claim on the project by the subcontractor and the subcontractor shall be responsible for any schedule delays that may result from such occurrence.**

Drug Free Workplace

CC is a drug free workplace. Because of the potential for injury and time loss, the use, or being under the influence, of any drug or alcohol that impairs an individual's judgment or ability during their assignment to any CC project will not be tolerated. The following procedure will be utilized by CC in the event of suspected drug or alcohol use by a subcontractor or subcontractor's employee:

1. Upon suspicion of possible drug or alcohol use on site, the subcontractor's supervisor and employee in question will be immediately notified of the possible use of drugs or alcohol. CC will discuss the basis for suspicion with the individuals notified.
2. At that time, CC may request that the individual in question voluntarily take a drug and alcohol screening.

- a. If the individual refuses to take the screening, CC will require that the individual be removed from the site for the remainder of the project.
 - b. If the individual agrees to the test, they will be directed to the nearest testing facility. Once the test is administered, the individual may not return to the site until the test results are determined. Initially, the cost for testing shall be the responsibility of CC. In the event that a subcontractor's employee is found to test positive, the cost of the test shall be deducted from the contract with the employer.
 - i. In the event that a test is positive, that person will not be allowed to return to ANY CC project. Also, the subcontractor will be required to provide documentation, at the subcontractor's expense, that the remaining individuals are compliant with this program.
 - ii. In the event that a test is negative, the individual will be allowed to immediately return to work. Any lost wages will be paid by CC to the subcontractor via change order for the direct labor cost only for that individual for the time they were away from the site. Compensation will not be made if the individual is immediately reassigned to another project.
3. Final results will be distributed to the subcontractor for their use.

Subcontractor Safety Requirements

Subcontractor Safety Supervisor

Each Subcontractor shall appoint a Safety Supervisor who is directly responsible for their crew's safety and training; this includes enforcement of the submitted Site Specific Safety Plan, project safety requirements and rules and requirements of the WAC 296-155 that apply to their trade. The appointed person shall report unsafe conditions, accidents/incidents and help provide required safety training. The Safety Supervisor must sign the Signature Sheet of the submitted Site Specific Safety Plan and ensure all employees on the project will review prior to work.

Pre-Construction Project Safety Orientation

Prior to the start of your Company's construction activities on the project, a safety orientation will be required for any person prior to entering the controlled work area and this orientation shall cover:

- Safety and Health requirements specific to this project. (Project Specific Safety Narrative)
- General Health and Safety requirements.
- Who to report injuries and unsafe conditions to.
- How and where to find First Aid and Medical services.
- Locations of Fire extinguishers/fire equipment
- Locations of Jobsite Information Centers (Safety Bulletin Boards)
- M(SDS) binder location
- Hazard Communications Program and location of Good Faith Surveys
- Location of Hazardous Materials and any Suspect hazards i.e.; Asbestos, lead and heavy metals.
- Personal Protective Equipment requirements.
- Time and location of Safety Meetings. Posted on Safety Bulletin Board

Safety Training Policy

Each worker sent to perform specific duties on a CC project will have required training and/or competency to meet all applicable Federal, State and local regulations. Proof of training shall be submitted with the Site Specific Safety Plan or to the Project Superintendent prior to commencement of work. Training to include but not limited to: Scissor Lifts, Boom Lifts, Forklifts, Scaffolds, Fall protection, Rigger/Signalman, Powder Actuated Tools (Hilti), Confined space, lead and asbestos and CPR/1st Aid.

Competent or Qualified Person

Tasks which require the appointment of a Qualified or Competent Person shall have credentials submitted with the Site Specific Safety Plan or to the Project Superintendent prior to start of work. Tasks may include: Confined space entry, excavation/trenching, fall protection, scaffolds and structural demolition.

Safety Monitoring Policy

To help achieve a Zero-Injury/Zero-Citation goal, our projects will be monitored by a Colvos Site Safety Supervisor or Management to help ensure safety compliance. In addition, your company may be required to request a Labor and Industries Consultation, this consultation provides no-fee professional advice and assistance in establishing or strengthening your workplace safety and health program (You cannot be fined by a consultant as a result of the consultation. You will be required to correct serious hazards, but will face no financial penalties.)

Accident/Incident Reporting

Colvos Construction believes that injuries are a no-win situation for all involved. To help achieve our Zero-Injury Goal we need to investigate all injuries above basic First Aid to help ensure measures are put into place to prevent future occurrences.

Risk Management

Different Hazards occur on every project and they may vary with the type of project, site conditions, materials used or methods used for installations. Your Company's Project Risks Hazards can be addressed 2 ways with either a JHA or Plans/Programs. You will find details in section 6 of the Safety Plan Format.

SITE SPECIFIC SAFETY PLAN FORMAT & CONTENT REQUIREMENTS

To address specific tasks and associated hazards which may occur in the contracted scope of work a Site Specific Safety Plan (SSSP) is required. **Do not submit your Accident Prevent Program (APP).** The following attached outline identifies the minimum requirements that should be included in your SSSP. At the conclusion of this section you will find a SSSP template for your use.

Site Specific Safety Plan should be submitted to the office 2 weeks prior to commencement of work on site and shall be submitted electronically

Please format your plan to correspond with the section numbers and content below.

1. Signature sheet:

- a. Plan preparer (Company safety staff person or qualified Consultant)
- b. Plan approved by: (Company/Corporate officer)
- c. Plan Concurrence: (Project Manager or Superintendent and Foreman)
- d. Project Safety Supervisor (On-site person in charge of safety)
(Provide Title, Signature and Phone number of the above)

2. Project information:

- a. Brief description of work to be performed

3. Safety Responsibilities:

- a. Name of the persons accountable for safety at corporate level
- b. Name of the person accountable at the project level
- c. List the names of Qualified and Competent Persons
(Provide Photo copies of certificates and or statement from company Officer in section 7)

4. Sub-Tier contractors and Suppliers:

- a. Provide a list of known Sub-Tier Subcontractors and Suppliers
- b. Provide Sub-Tier Subcontractors acknowledgement of your Company's plan and their certifications or submittal of an individual Sub-Tier Subcontractors plan meeting these guidelines.

5. Accident/Incident Reporting:

- a. **Accident Investigations.** Report all accidents to CC Superintendent or CC Safety Manager immediately
- b. **Property Damage.** Report any damage to materials, existing structure or machinery.
- c. **First aid / CPR.** List names of trained persons (insert copies of cards in section 7).
- d. **Medical Support.** Map and directions to nearest Clinic or Hospital.

6. Risk Management:

1. Job Hazard Analysis (JHA). Attach a detailed JHA for your scope(s) of work. Address the associated Hazards which may occur and how the hazards will be controlled. For additional assistance on writing a JHA please visit <http://www.lni.wa.gov/safety/topics/atoz/jha/>. You may also request a copy of their instructional PowerPoint from the CC Safety Manager or Project Coordinator. Please note that some of the below plans may also be required, in addition to the JHA, if hazards are not fully addressed.

2. Plans/Programs. Based on your company's particular scope of work please address all of the risk hazards listed below that apply to this particular project. Do not include Non-Applicable Plans.

- Respiratory protection plan
- Lead /Asbestos abatement plan.
- Heat/Cold Stress plan.
- Crystalline Silica plan.
- Hearing protection plan
- Hazard Communication program. (Global Harmonization)
- Personal Protection Equipment (PPE)
- Fall Prevention plan. (address site hazards)
- Fire prevention plan. (Hot work)
- Traffic/Pedestrian Control plan.
- Public Safety
- Site Storage / Disposal.
- Tools –Hand and Power
- Welding and Cutting
- Electrical (Cord use, inspection and grounding)
- Hazardous Energy Control plan. (Lock-out/ Tagout)
- Ladders and Scaffolds
- Cranes and rigging.
- Forklifts / Aerial Lifts (Scissor/Boom)
- Demolition plan.
- Excavation/ Trenching
- Steel Erection
- Confined space plan
- Concrete and Masonry.
- Other plans as required by Labor and Industries.
- Environmental Protection Plan (spills, refueling, air quality etc.)
- Stilts (safe use and training)

7. Qualifications /Certifications:

Provide copies of all applicable training documents such as cards, certificates or company training signature sheets for verification of Operators/Workers competency for this particular project.

- Aerial Lifts, Scissor Lifts and Boom Lifts (Powered Platforms)
- Forklifts
- Scaffold: Erector and/or User
- Powder actuated tools
- Fall protection
- Rigger/Signalman
- Crane operator
- Confined space
- Excavation and Trenching
- Lead and asbestos
- CPR/1st Aid
- Outdoor Heat Exposure
- Respirators
- HAZWOPER

Subcontractor Name: _____

Subcontractor Signature: _____



Sub-Contractor Site Specific Safety Plan

Company Name: _____

Project Name: _____

Project Address: _____

1. Plan Signatures:

(Provide Title, Signature and Phone Numbers)

- a. Plan Preparer _____
- b. Plan Approved By (Owner/Officer) _____
- c. Plan Concurrence _____
- d. Project Safety Supervisor (Site Superintendent/Foreman) _____

2. Project Information:

(Brief description of work to be performed)

3. Safety Responsibilities.

(Identify the persons accountable for safety)

- a. Corporate level: _____
- b. Project level: _____
- c. Competent persons: _____

4. Sub-Tier Contractors and Suppliers.

_____ (Subcontractor Name)	_____ (Scope of work)	_____ (Signature)
_____ (Subcontractor Name)	_____ (Scope of work)	_____ (Signature)
_____ (Subcontractor Name)	_____ (Scope of work)	_____ (Signature)
_____ (Subcontractor Name)	_____ (Scope of work)	_____ (Signature)
_____ (Subcontractor Name)	_____ (Scope of work)	_____ (Signature)

5. Accident /Incident Reporting.

(Identify the persons accountable for accident/incident reporting)

- a) **Accident Investigations** _____
- b) **Property Damage** _____
- c) **First aid / CPR.** (Names of trained persons to be onsite, attach copies of cards in section 7.)
- | | |
|----------|----------|
| 1. _____ | 3. _____ |
| 2. _____ | 4. _____ |
- d) **Medical Support.** _____
- (Insert map and directions to nearest Clinic or Hospital)

6. Risk management.

Attach/Insert JHA or Plans/Programs as described in SSSP Format & Content Requirements.

7. Qualifications / Certifications:

Provide copies of all applicable training documents such as cards, certificates or company training signature sheets for verification of Operators/Workers competency for this particular project.