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1. Purpose

1.1. The purpose of this policy is to define Gallant Industrial Standing Expectations. This policy will define the standing expectations, define training requirements, define the process for supervisors and employees at all levels of the organization.

2. Scope

2.1. This program applies to all Gallant Industrial facilities, work locations, and projects.

3. Roles and Responsibilities

3.1. Construction Managers / Project Managers / Site Managers / and Gallant Site Leadership

3.1.1. Understand and comply with the requirements outlined in this policy.

3.1.2. Ensure the requirements of this policy are fully implemented and adhered to.

3.1.3. Utilize Gallant Standing expectations in safety meetings and toolbox conversations.

3.1.4. Actively apply the standing expectations to all tasks.

3.2. Superintendents / General Foremen / Foreman

3.2.1. Understand and comply with the requirements outlined in this policy.

3.2.2. Ensure the requirements of this policy are fully implemented and adhered to.

3.2.3. Provide necessary interaction as required by this policy.

3.2.4. Actively apply the standing expectations to all tasks.

3.2.5. Utilize Gallant Standing expectations in safety meetings and toolbox conversations.

3.3. Site Safety

3.3.1. Understand and comply with the requirements outlined in this policy.

3.3.2. Ensure the requirements of this policy are fully implemented and adhered to.

3.3.3. Supports site leadership as needed to ensure the requirements of this policy are being met.

3.3.4. Actively apply the standing expectations to all tasks.

3.3.5. Utilize Gallant Standing expectations in safety meetings and toolbox conversations.

3.4. Front Line Employee

3.4.1. Understand and comply with the requirements outlined in this policy.

3.4.2. Ensure the requirements of this policy are fully implemented and adhered to.

3.4.3. Actively apply the standing expectations to all tasks.

3.4.4. Utilize Gallant Standing expectations in safety meetings and toolbox conversations.

4. General Requirements

4.1. At Gallant Industrial all employees are required to have the Gallant Standing Expectation Card on their Person at all times. The standing expectations have been developed and implemented to help employees at all levels of the company reference the minimum expectations for performing safe quality work.

4.2. The Gallant Standing Expectations will be issued to employees by their direct supervisor at the following intervals.

4.2.1. Any time a new employee arrives at the work location.

4.2.2. Any time an employee is assigned to a new supervisor.

4.2.3. No more than a year from the original issue date.

4.3. All supervisors at all levels of the organization will review the Gallant Standing Expectations with each employee who reports to them.

4.3.1. The intent of this review conversation is to align on the expectations and agree to the responsibility of each role and how the expectations apply.

4.4. All Gallant employees will have on their person the Gallant Standing Expectations Card.

4.4.1. Must be current with current supervisor.

4.5. **The Gallant Standing Expectations are as follows**:

4.5.1. I have the authority and responsibility to stop any unsafe behavior, situation, or condition.

4.5.2. I am expected to perform quality work and to, the best of my ability, perform the task the correct way the first time.

4.5.3. I will be expected to participate in a pre-task safety assessment.

4.5.4. Continued safety and craft development training are part of my job.

4.5.5. I will be provided with the correct tools and materials to perform quality work safely.

4.5.6. All tasks can be completed safely.

4.5.7. All tasks can be completed correctly the first time.

4.5.8. I will report all safety concerns and incidents without fear of retaliation.

4.5.9. I will report all quality concerns and incidents without fear of retaliation.

4.5.10. I will perform each task with our shared goal of ZERO unplanned events, ZERO Injuries, ZERO rework, and ZERO customer service interruptions in mind.

4.6. Failure to follow the Gallant Standing Expectations is subject to disciplinary action up to and including termination.

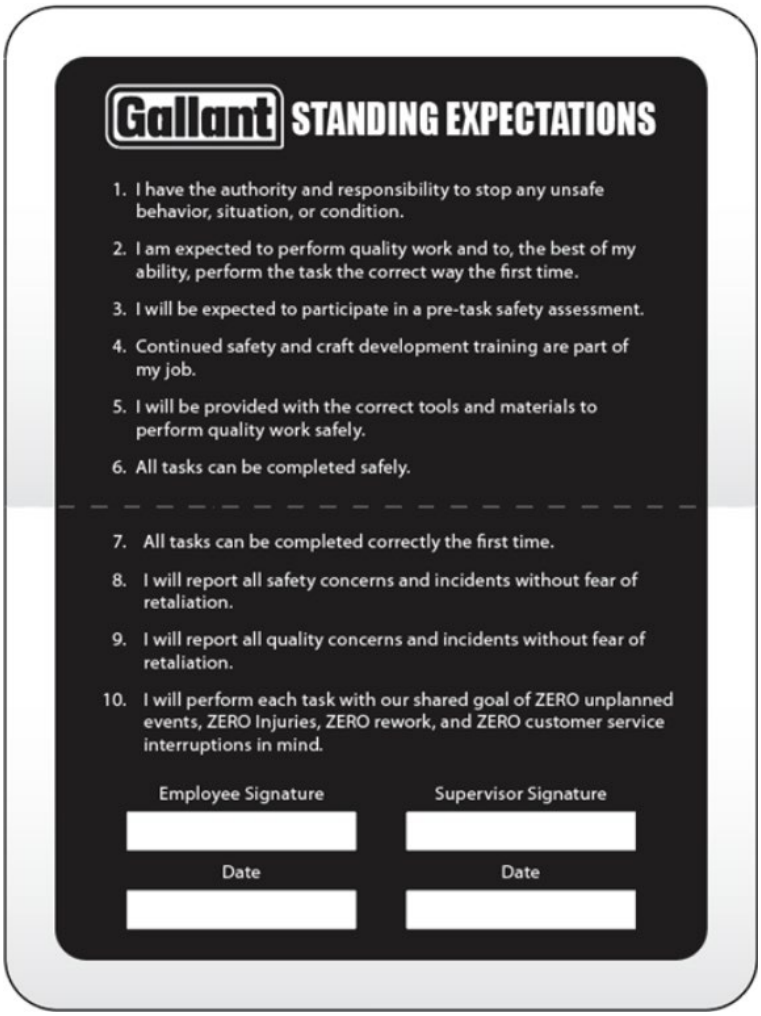
4.6.1. Each event will be investigated, and outcomes will be determined on a case by case basis.

5. Definitions

5.1. None.

6. Forms / References

Gallant Standing Expectations Card.


Gallant STANDING EXPECTATIONS
1. I have the authority and responsibility to stop any unsafe behavior, situation, or condition.
2. I am expected to perform quality work and to, the best of my ability, perform the task the correct way the first time.
3. I will be expected to participate in a pre-task safety assessment.
4. Continued safety and craft development training are part of my job.
5. I will be provided with the correct tools and materials to perform quality work safely.
6. All tasks can be completed safely.
7. All tasks can be completed correctly the first time.
8. I will report all safety concerns and incidents without fear of retaliation.
9. I will report all quality concerns and incidents without fear of retaliation.
10. I will perform each task with our shared goal of ZERO unplanned events, ZERO Injuries, ZERO rework, and ZERO customer service interruptions in mind.
Employee Signature
Supervisor Signature
Date
Date