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1. Purpose

1.1. The purpose of this policy is to drive proactive employee engagement in hazard recognition and mitigation / elimination. This is intended to be a front-line employee driven process.

1.2. This program also cement Stop Work Authority and Responsibility for every employee including subcontractors, visitors, and affiliates

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. Responsible for understanding this policy.

3.1.2. Responsible for supporting and encouraging the use of Stop Work Authority/Responsibility.

3.1.3. Drives and encourages Gallant employees to participate in the Galant Find process.

3.1.4. Each site leader will be responsible for a recognition process for employees who add value to the site by participating in the Golden Glove process. The level of recognition should correspond to the level of value added by the Golden Glove submitted.

3.1.4.1. This can include but is not limited too.

3.1.4.1.1. Lunches

3.1.4.1.2. Gift Cards

3.1.4.1.3. Handouts/trinkets etc.

3.1.5. Ensure all aspects of this policy are in effect at their respective location.

3.2. Superintendents / General Foremen / Foreman

3.2.1. Responsible for supporting and encouraging the use of Stop Work Authority/Responsibility.

3.2.2. Ensure a Golden Glove form is available to all employees.

3.2.3. Continuously encourage proactive reporting in all aspects of Gallant business.

3.2.4. Help front line employees complete Golden Glove form as needed.

3.2.5. Recognizes crew members who have participated in tailgate and safety meetings.

3.2.6. Always elevate this program as a cultural cornerstone.

3.2.7. Work with site management and safety to elevate recognition of high value Golden Gloves.

3.3. Site Safety

3.3.1. Responsible for supporting and encouraging the use of Stop Work Authority/Responsibility.

3.3.2. Work with site management and leadership to ensure all aspects of this policy are understood and applied at the work location.

3.3.3. Documents each Golden Glove submittal in Vector for tracking and trending purposes.

3.3.4. Supports and elevates this policy as a cultural cornerstone.

3.3.5. Work with corporate safety support as needed to ensure this policy is effective.

3.3.6. Work with corporate safety support as needed to Identify Tiered Submittals.

3.4. Front Line Employee

3.4.1. Uses this program to document any opportunities where we proactively identified a hazard and implemented a safeguard to protect ourselves and our co-workers.

3.4.2. Completes the Golden Glove form and submits it to supervision.

4. General Requirements

All Gallant Industrial employees have the right to a safe work environment. The requirements of this policy are designed to add a proactive reporting tool for each employee at Gallant Industrial work locations.

4.1. Gallant employees shall document all proactive hazard eliminations/mitigations utilizing the Golden Glove Form.

4.1.1. A Golden Glove requires a minimum of two steps. 1) Identify a hazard or unsafe condition. 2) Put a safeguard in place to prevent employees and coworkers from engaging the hazard or unsafe conditions.

4.2. The Golden Glove Form shall be readily available to all Gallant employees.

4.2.1. This can be achieved by including in work packets or other means.

4.3. Recognition Tiers.

4.3.1. **Golden Glove** – Site Level Recognition.

4.3.1.1. This proactive hazard identification and elimination has added value to the site by preventing a near miss or first aid opportunity.

4.3.2. **Gallant Find** – Corporate Recognition.

4.3.2.1. This proactive hazard identification and elimination has added value to the site by preventing a significant injury or more severe opportunity.

4.3.2.2. All reports will be reviewed and the corporate safety team will determine Gallant find Status.

Examples.

#1 – All Billy ever talks about is that sagging ceiling tile, doesn't he do anything?

This would just be a **hazard recognition** as we did not put any layers of protection in place. Recognition is the first step in the process, but it does not end there.

#2 - No one noticed the wet and sagging ceiling tile until it fell and almost hit Billy.

This event would be a **Near Miss** as we did not identify or mitigate / eliminate the hazard.

#3 - A wet and sagging ceiling tile fell and hit Billy, luckily, he was barely hurt.

This event would be an **Incident** because there was an event with injury.

#4 – Billy Noticed that wet and sagging ceiling tile, he put a cone under it with a caution sign then called the building owner to get the issues resolved.

This event would be a Golden Glove as Billy identified the hazard and put safeguards in place.

5. Definitions

Gallant Find – The highest tier proactive report or use of Stop Work Authority/Responsibility. To be determined Gallant Industrial Leadership team at the end of each Quarter.

Golden Glove – A proactive recognition of a hazard or unsafe condition and subsequently implementing a safeguard or protection to prevent interaction with the hazard or unsafe condition.

Stop Work Authority/Responsibility – The right (authority) and obligation (responsibility) to act to stop any unsafe behavior or condition that presents a dangerous situation.

6. Forms / References

Golden Glove Form