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I. PURPOSE

This program is designed to motivate and recognize Gallant Builders (Gallant) Superintendents who establish and maintain a high degree of safety consciousness (Safety Culture) and reward participation in the Gallant Safety, Health and Environmental (SH&E) Program.

This program is driven by leading indicators and will provide a systematic approach for recognizing and rewarding positive behavior that relates to SH&E activities.

II. OBJECTIVES

The objective of this program is to recognize and reward involvement and participation in the safety and health activities from the start to finish of each Project; and as a result, **all workers will go home safely at the end of each work day.**

Gallant has developed this Program to create a heightened sense of SH&E awareness among our employees and subcontractors at all levels.

Each Superintendent is actively involved in and responsible for completing all the up-stream (proactive) safety activities.

Gallant's goal is to achieve the purpose and objectives of this program by monitoring the proactive safety related activities of our Supervision and realizing the active participation of all workers on our projects.

III. PROACTIVE ACTIVITIES

This program will identify and focus on leading indicators and safety involvement. Gallant will promote proactive safety activities by establishing target goals and rewarding Superintendent's whose efforts meet and/or go beyond what is required.

Examples of proactive project SH&E activities are listed below.

REQUIRED PROACTIVE SH&E ACTIVITIES:

1. Conducting weekly workplace safety audits/inspections
2. Conducting weekly project safety meetings
3. Attending the monthly company safety meetings
4. Staying Accident Free

ADDITIONAL PROACTIVE SH&E ACTIVITIES:

1. Safety Observation Reports
2. Near miss reporting
3. Job Hazard Analysis (JHA) Review
4. Completion of new worker safety orientations
5. Hazard Identification (Unsafe conditions/Unsafe Acts)

6. Safety equipment inspections
7. Equipment inspections

IV. GUIDELINES

This SH&E promotional program will be executed on a monthly basis and it will track and record the required proactive SH&E activities of each Superintendent separately and as a Company.

V. TARGET GOALS

SAFETY AUDITS/INSPECTIONS:
The target goal for the completion of weekly workplace safety audits/inspections is equal to the number of weeks in each month.

PROJECT SAFETY MEETINGS:
Conduct weekly project safety meeting covering different safety topics.

The target goal for the completion of weekly project safety meeting is equal to the number of weeks in each month.

COMPANY MONTHLY SAFETY MEETINGS:
The target goal for participation in company safety meetings is one per month.

VI. MEASURING

Each Superintendent will be measured on their complete participation with respect to the three required proactive SH&E activities.

VII. REVIEW AND TRACKING

Superintendent's shall forward copies of their SH&E activities to the Safety Director for review and tracking.

The copies can be provided to the Safety Director using the following methods:

1. Providing a hard copy
2. Via email
3. Via text (photograph)

VIII. AWARDS

Gallant management will determine the Quarterly incentive and distribute the incentive to each Superintendent who meets the monthly requirement.