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I. PURPOSE

The purpose of this program is to ensure that Gallant Builders (Gallant) continues to improve subcontractor health, safety and environmental performance and to establish a standard for pre-qualification, evaluation/selection and development of our subcontractors.

II. SCOPE

This program applies to all subcontractors and all Gallant projects.

III. GENERAL REQUIREMENTS

All Gallant subcontractors are to be managed in accordance with this program.

The use of subcontractors must be pre-approved by Gallant. Approval requirements include:

- A formal safety review of the subcontractor being performed by Gallant safety department.
- The scope of the review was commensurate with the hazards and risk exposure.
- Subcontractor has been/will be oriented to the safety policies, expectations and requirements of Gallant.
- The subcontractor agrees to abide by our Drug and Alcohol policy and on-site safety rules throughout the duration of the work.

Any subcontractor that has a "Non-Approved" safety status will not be used on any Gallant site.

IV. PROCEDURE

Pre-Qualification of Subcontractors: Subcontractors will be pre-qualified by reviewing their safety programs, safety training documents and safety statistics.

EVALUATION SAFETY METRICS (TRIR, EMR, DART & FATALITY RATES)
Acceptable safety metrics will be used as criteria for pre-qualifying and selecting subcontractors. The safety metrics and scoring will consider:

- Gallant subcontractor Safety Pre-Qualification Form responses and subcontractor safety program documents review 60% (Rated from 0-60 total points)
- Subcontractor safety training documents review 20% (Rated from 0-20 total points)
- Subcontractor safety statistics review 20% (Rated from 0-20 total points)

EVALUATION RATING AND ACCEPTANCE

The subcontractor rating system will have five designations:

- Equal to or Greater than 90 points = A – no restrictions.
- Between 85 and 89 points = B – Mitigation plan must be documented and approved by Gallant Safety.
- Between 81 and 84 points = C – Mitigation plan must be documented and approved by Gallant Safety; management approval in writing.
- Between 71 and 80 points = D – Mandatory commitment meeting with senior subcontractor management present; mitigation plan documented and approved by Gallant Safety; management approval in writing; trained subcontractor safety personnel on site during work regardless of number of workers.
- Less than 70 points = F – not to be used.

Once each subcontractor has been evaluated and scored, Gallant safety will provide management the scores/ranking.

Gallant reserves the right to change a subcontractor's status to "Non-Approved" if the subcontractor shows insufficient progress towards accepted mitigation plan or other agreed upon criteria.

SUBCONTRACTOR INVOLVEMENT

Contractors are required to follow or implement the work practices and systems described below while performing work at Gallant worksites:

- Attend a safety orientation, pre-job meeting or kick-off meeting provided by Gallant prior to any work beginning
- Monitor employees for substance abuse and report nonconformities to Gallant
- Ensure personnel have the required training and competency for their work
- Participate in Gallant Tailgate safety meetings, job safety analysis or hazard assessments and on the job safety inspections.
- Perform a pre-job safety inspection that includes equipment
- Participate in the BBS hazard reporting system
- Report all injuries, spills, property damage incidents and near misses
- Comply with onsite and Owner Client safety rules
- Implement Gallant safety practices and processes as applicable
- Clean up and restore the worksite after the job is over
- Ensure compliance with regulations at all times
- Post job safety performance reviews shall be conducted for subcontractors.