SUBCONTRACTOR SAFETY HEALTH AND ENVIRONMENTAL REQUIREMENTS

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SUBCONTRACTOR SAFETY AND HEALTH REQUIREMENTS

I. INTRODUCTION

The requirements of this Document are based on current conditions and/or operations in areas of the planned Project. This Document is to be used to assist the Subcontractors in understanding the safety, health and environmental requirements of the Gallant Builders Project.

This Attachment specifies the subcontractor's Safety, Health and Environmental (SH&E) requirements that may exceed OSHA standards or the Subcontractors' normal SH&E procedures. **Subcontractors are responsible for reviewing and implementing the SH&E requirements set forth in this Attachment, the Gallant Builders Safety, Health and Environmental Plan and the Project Hazard Assessment and Safety Action Plan (HASAP), if one has been issued.** Subcontractors are also responsible for ensuring that their lower tier subcontractors review and implement these SH&E requirements.

This Attachment does **NOT** relieve the Subcontractors of the requirement to plan safe work operations and contribute to a safe work site. This Document does not relieve the Subcontractor or its sub-tier Subcontractor(s) from recognizing and complying with applicable local, state and federal regulations. For the purpose of this Subcontract, the term "safety" encompasses Safety, Health and Environmental (SH&E) requirements, including pollution prevention and waste minimization. The term "personnel" includes both the Subcontractor and its sub-tier Subcontractors' personnel.

These "Subcontractor Safety and Health Requirements" provide specific instruction to Subcontractors in areas where there are Gallant Builders (Gallant) requirements in addition to regulatory requirements, or where emphasis is needed in portions of the regulations to ensure uniformity between the Subcontractors Program and those of Gallant's operations and/or operations of other site Subcontractors.

A. The Subcontractor safety and health requirements listed in this exhibit are applicable to ALL Subcontractors regardless of scope of work.

B. In addition to the Subcontractors safety and health requirements listed in this document, the Subcontractors shall also comply with the following:

1. The Gallant Builders Site Specific Safety, Health and Environmental (SH&E) Plan

2. "OSHA 29CFR1926, "Safety and Health Regulations for Construction"

C. Gallant required forms would be furnished to the Subcontractors upon request. The Subcontractor use similar forms and/or formats approved by Gallant.

II. SECTION I – DOCUMENTATION AND REPORTING REQUIREMENTS

Before mobilizing to the project, the Subcontractor and its lower-tier subcontractors shall forward Gallant a copy of their company's SH&E Program.

Subcontractors shall furnish to the Gallant the names and qualifications of the Competent Persons and Qualified Persons, who may be required for their scope of work by Gallant's safety procedures and by Federal, State, or Local regulations. Examples include Competent Persons and/or Qualified Persons for steel erection, excavation, scaffold erection, confined space entry, crane and rigging operations, annual crane inspections, fall protection, including horizontal lifeline systems, etc.

Subcontractors are responsible for maintaining a First Aid Log for all employee injuries and illness reported on the project, as well as providing Gallant with a copy of their first aid log.

Subcontractors must immediately inform Gallant of any OSHA, EPA, or other SH&E regulatory agencies' inspections or other actions involving the Subcontractor's work.

Subcontractor employees must promptly report all potentially work-related incidents, injuries, illnesses and near misses to their Supervisor or their Site Safety Representative. The Subcontractors shall also report all incidents, injuries and near misses to the Gallant Superintendent within 15 minutes of the occurrence.

Subcontractors must immediately report all potentially work-related incidents, injuries, or illnesses to Gallant, after the appropriate level of medical assistance has been arranged for their worker.

Injuries, illnesses, or any incident involving a third party or a member of the general public must be promptly reported to Gallant.

Incidents involving potential exposures to hazardous materials and releases or spills of such materials must be promptly reported to Gallant.

Incident and investigation final reports for all Subcontractor accidents, injuries, and work-related illnesses shall be forwarded to Gallant within twenty-four hours of the occurrence. The Gallant Superintendent shall lead incident/accident investigation.

Subcontractor employees are required to participate in documented, daily task-specific Job Hazard Analysis and regular Safety Observation Reports.

All Subcontractors workers will attend the weekly project safety meeting.

Subcontractors shall complete the Subcontractors Monthly Injury/Illness Report for each month in which they conduct work on the project. These reports are due to Gallant by the third business day of the month for the preceding month, turned into the Gallant Superintendent.

III. SECTION II – BASIC SH&E REQUIREMENTS

The following SH&E rules are Gallant's fundamental requirements for all Subcontractor's safety and health. When there are multiple policies/procedures that may apply, the most stringent Gallant, Client, Subcontractor, State, or Federal SH&E regulations that govern the work shall be followed. The hierarchy of risk control shall emphasize the first priority is hazard elimination and the use of PPE is the option of last resort.

Each Subcontractor shall appoint an on-site SH&E representative, who will attend regular Gallant Safety Rep meetings and will support implementation of the rules listed below, as well as other SH&E rules determined, by Gallant, to be necessary for the safe execution of the project.

Subcontractors employing 20 or more workers, including their lower tier subcontract employees, must provide a full-time site SH&E professional. Subcontractor shall also provide SH&E Administrative support personnel as necessary to implement their SH&E program. Gallant shall determine appropriate qualifications for Subcontractor SH&E personnel, based on project demands and reserve the right to interview candidates.

Hard hats (ANSI Z89.1 or equivalent) shall be worn at all times, regardless of the workers' activities. This includes welders when using welding hoods. Metal hard hats and cowboy style hard hats are prohibited on Gallant projects.

Shirts with at least four-inch sleeves shall be worn at all times. No tank tops are allowed. Loose or frayed clothing, loose or hanging long hair, ties, rings, body jewelry, etc. shall not be worn around moving machinery or other areas where they may become tangled.

Hearing protection shall be worn when exposures exceed 85 DBA.

Hard-toe safety footwear (ASTM F2413, or equivalent) shall be worn by all workers when in the construction environment or in areas where there is a danger of foot injuries due to falling, rolling, or piercing objects or when employee's feet are exposed to electrical hazards. All hard-toe safety footwear, except footwear designed specifically for chemical or water resistance (including rubber and PVC boots), shall be constructed of leather, and have a combined welting/upper height, which meets or exceeds 2" above the wearer's ankle, and have a defined heel. It is preferred that boots with lace up design be used to provide additional ankle support.
Safety glasses (ANSI Z87.1, or equivalent) shall be worn at all times when in the construction environment and in any area where eye hazards exist, this includes under welding hoods and when using a face shield. For workers with prescription safety eye wear, glasses must have impact resistant lenses with rigid side shields. Only clear or indoor/outdoor safety glasses can be worn inside the building.

Face shields (ANSI Z87.1, compliant) shall be worn in addition to safety glasses when grinding, chipping, jack hammering, drilling overhead, power sawing or when conducting other tasks that involve flying particulate and debris hazards. Face shields shall also be worn in addition to safety glasses or chemical goggles for chemical splash hazards.

Gloves, appropriate for the task, shall be worn 100% of the time when conducting work in the field and other designated project locations. All project employees shall have their gloves in their possession at all times. Specific glove types required for the task will be listed on the Subcontractor JHA.

High-visibility reflective safety apparel/vests (ANSI/ISEA 107, Class 2, or equivalent) must be worn by all personnel, who work on the project.

Subcontractor's shall comply with Gallant's 100% Fall Protection Policy. This policy states "anytime employees are exposed to an unprotected elevation of six feet or more, fall arrest or restraint shall be used." Working as stated above means while traveling, stationary, or at anytime exposed to a fall from a surface not protected by

approved handrails, guardrails or some other approved fall elimination device. This distance is measured from the walking working surface supporting the employee to the next lower surface onto which the employee may fall.

All work that requires personnel to work in a fall arrest situation requires a fall protection plan which shall include a rescue plan and shall be reviewed and accepted by the Gallant Superintendent or SH&E Manager.

The Subcontractor shall ensure that when providing personal fall arrest equipment that it has sufficient inertia reels, inertia blocks, shock absorbers and adjustable lanyards. Six foot fixed lanyards should be the last option when providing lanyards.

All horizontal life lines shall be inspected by designated competent person prior to each use.

Gallant prohibits the use of positioning devices as the sole means of fall protection when working above six feet. Positioning device means a body belt or body harness system rigged to allow a worker to be supported on an elevated vertical surface, such as a wall, and work with both hands free.

The use of "passive" systems, such as safety nets, monitoring systems, or controlled access zones, as the sole means of fall protection when working above six feet, is prohibited. Gallant prohibits the use of safety nets as an independent means of fall protection.

Workers in mechanical lifts, including scissor lifts, boom trucks, suspended or supported personnel baskets, articulating boom lifts, and other similar devices must use fall arrest equipment at all times with lanyards **as short as possible to minimize the hazard of being thrown out of the baske**t. Shock absorbing lanyards shall not be used in scissor lifts without the approval of the Gallant Superintendent or SH&E Manager.

Personal fall arrest systems, when stopping a fall, shall be rigged such that an employee can neither free fall more than 6 feet nor contact any lower level. Exiting and accessing an elevated platform is permissible only when it is determined to be the safest means of access to an elevated work area. This determination must be documented and have prior approval by the Gallant Superintendent or SH&E Manager. Scissor lift and aerial boom lift guardrails shall not be used fall arrest anchor points. Such devices shall not be used as elevators to transport workers to different work locations.

Mobile work platforms shall not be driven onto or off transport vehicles by the subcontractor. The subcontractor should make arrangements with vendor/supplier for loading and off-loading.

All portable ladders shall be used on the project shall be rated for 300 lb. capacity or greater. All portable ladders must be clearly marked with the ladder owner's name and inspected by a competent person at least monthly. Extension ladders will be held properly by a spotter at the base until secured at the top. The Subcontractor competent person or safety representative shall conduct monthly ladder inspections and submit the documents to the Gallant Superintendent or SH&E Manager.

The safest means of worker access for overhead work (e.g., rolling scaffolds, mechanical lifts, platform ladders, etc.) shall be considered as primary alternatives to the use of portable ladders. If ladders are used, then the top of all straight and extension ladders shall be tied to a substantial anchor point before use; a second worker must hold the ladder until the tie-off is secure. And, if a worker's feet are on or above the sixth rung of a stepladder, the

top of the ladder must be tied to a substantial anchor or a second worker must hold the ladder throughout the task.

When ascending or descending a portable ladder, three-point contact is considered acceptable fall protection for fall exposures of less than 6 feet. When working on a ladder and the potential fall exposure exceeds 6 feet, personnel on ladders must be protected with a personal fall arrest system.

All employees working on scaffolding, aerial lifts or scissor lifts must be protected from falls at a height of **2** feet or greater. The Competent Person for each trade that is working on scaffolds must be on site at all times while its workers are on a scaffold.

All scaffold platforms shall have self closing swing gates for access unless it is not feasible.

SCAFFOLDS AND FLOOR OPENINGS:
Fall protection shall be installed as soon as the opening is created. Where a scaffold platform or floor is incomplete leaving a floor opening, there shall be a cover secured over the hole capable of supporting twice the weight of employees and clearly marked with “hole” or “cover”. During activities when the hole must be uncovered a guardrail must be installed around the hole or utilize personal fall arrest equipment must be used at all times by all workers on the platform. If the fall hazard inside the guardrail is within six feet of the scaffold access point, personnel shall be protected while transitioning from the scaffold ladder to an approved anchorage point at the platform level.

Whenever the scaffold is used as an anchorage point for fall arrest, the scaffold manufacturer’s tie-off procedures for erection, dismantling, and use shall be followed. Copies of the scaffold manufacturer’s tie-off procedures shall be submitted to Gallant.

Decking sections used for pour-in-place concrete floor construction shall be laid tightly and immediately secured upon placement to prevent accidental movement. During initial placement, decking sections shall be placed in such a manner to ensure full support by structural members and each piece shall be individually secured. Pre-installation or shake-out of multiple sections of decking using temporary methods of attachment, such as tack welding, is not allowed. The use of controlled decking zones is not allowed.

Subcontractors working in unusually hot environments shall submit a heat stress safe work plan that addresses worker training, PPE, engineering and administrative controls, at a minimum.

Equipment and tools shall not be altered in any way to adapt it for a job for which the manufacturer does not intend it. The manufacturer of the equipment must approve any such adaptations or alterations to equipment in writing. Only trained and authorized persons shall operate machinery or equipment.

Whenever tools are used at elevation and there is a potential hazard of falling objects, the tool shall be tethered to prevent the falling tool / object. The area below elevated work may be deemed as a “no work zone” with the proper barricades and signage installed.

All hand-held power tools must be equipped with constant pressure switches that will automatically shut off power when the pressure (worker's hand) is removed. Hand-held power tools with on/off or lock-on switches are not allowed.

Ground Fault Circuit Interrupters (GFCI's) shall be used to protect all temporary electrical wiring and cord sets. The use of assured grounding (quarterly equipment inspections) in lieu of GFCIs is not an option.

Before working on any equipment or system which may have stored energy the subcontractor's energy isolation (Lockout/Tagout) procedures shall be followed. Stored energy includes but not limited to: hydraulic, pneumatic, chemical, thermal, mechanical, electrical, or engine-driven, etc. This applies to equipment that may not be or is currently in service, and also to the procedures specific to your location.

Lockout/Tagout procedures shall be followed to minimize the potential exposure of workers to hazardous energy. Hazardous pipelines or vessels will be isolated by using a double block and bleed system or by blanking.

LINE BREAKS:
Lockout/Tagout shall be utilized for all initial line and equipment openings (first-line break) and when there is any potential for the system to contain substances that may cause injury or illness, e.g., steam, hot stock, chemicals, high pressure. The last substance contained must be identified every time a line or equipment is to be opened. The task-specific work plan must specify the methods for isolation and means to verify that the system is not under pressure prior to opening the line or equipment or if any atmospheric hazards exist.

Before line breaking or equipment opening, the following must be completed:

- Proper isolation
- Know the former contents of the lines or equipment
- Monitor the line using a 4 gas monitor for atmospheric hazards
- Wear appropriate PPE and take necessary precautions

Subcontractors shall comply with the provisions of NFPA 70E, "Standard for Electrical Safety in the Workplace." Subcontractors shall ensure that their employees are trained in safe work practices, and that they are qualified, and that they are provided equipment, tools, and PPE that are specified in NFPA 70E.

Every effort must be made to de-energize electrical equipment to be worked on and other electrical equipment in the area that may affect the work. If the equipment cannot be isolated or de-energized, the Subcontractor shall submit a written Method of Procedure (MOP), the rationale why the equipment cannot be shutdown. Written approval must be obtained from Gallant Operations and Safety before work proceeds. Only "Qualified Electricians" may work on energized or potentially energized circuits.

Confined space entry work must follow a documented hazard assessment and safe work planning, rescue process and confined space permit, which must be submitted to Gallant for review and approval prior to entry.

The Subcontractor shall minimize the number of vehicles that enter the site and Gallant reserves the right to restrict the number of vehicles and drivers of vehicles on the site.

The Subcontractor shall operate all motor vehicles in accordance with the established site-specific rules. Site-specific rules shall address at a minimum, the requirements for mandatory use of passenger restraints, driving within posted speed limits, the use of spotters or flaggers while backing, and a mandatory policy of no mobile phone use while driving.

Motor vehicles and mobile equipment shall never be left running without an operator at the controls. Proper use of seatbelts by all occupants is mandatory. Motor vehicle operators are prohibited from using a mobile phone or two-way radio. This applies to both hands-free and non-hands-free devices. The use of such a device by the motor vehicle operator is only allowed when the motor vehicle is stationary and in a safe location off the roadway. If required by the client, the use of two-way radios is allowed, provided that written approval by the relevant

All trailers, floats, and flatbeds that transport material shall be equipped with appropriate number and size of stanchions to eliminate unexpected movement of the load. All materials shall be secured during transport. Clearance should be maintained under loads on trailers to allow access rigging, forklifts, etc.

Establish a hierarchy of controls to minimize or eliminate the need to access the trailer. First level of control is to stay off the trailer through the use of a crane/lifting frame, forklift, or aerial lift. Second level of control is to establish engineered walkways/handrails on or adjacent to the trailer to access the bed. The third level of control is to utilize a fall arrest system. Ensure one set of trailer wheels are chocked and parking brake set prior to loading/unloading. All loaded trailers, regardless of ground conditions, shall have pads placed underneath trailer support legs to prevent legs from sinking into the ground.

For movement of mobile equipment and motor vehicles in congested areas, a designated flag-person shall be in full view of the operator and shall direct the movement. In some cases, multiple flag-persons may be required.

Subcontractors shall obey delineated pedestrian walkways and motor vehicle roadways, with particular attention to those in close proximity to site entrances and gates, eating/break facilities, and other areas where there is the potential for high concentrations of pedestrian traffic near moving vehicles.

Utility Terrain Vehicles (UTV's) such as Rhino's, Mules, or Gators must be equipped with roll over protection, seat belts and leg/feet shields and any such vehicles must be approved by Gallant before use.

Barricades shall be properly erected on all 4 sides if applicable to warn of a potential hazardous condition. Employees shall be trained to understand and respect various types of barricades. A sign/tag shall be used to provide communication to personnel outside the barricaded area of the identified hazards, company name, person who is responsible for the barricade, the current date and their telephone number.

Protective barricades shall be used to provide personnel with physical protection from the hazard, in addition to providing warning of the hazard. Hazards requiring physical protective barricades are trenches and excavations, openings in grating or platforms, or any other exposure where workers may fall to a lower level.

Protective barricades must be capable of supporting 200 pounds of force in all directions. Barricade tape (Danger or Caution) **shall not** be used to protect workers from falling to a lower level, open holes, trenches or floor openings.

All barricades shall be 39 inches to 42 inches high, neat, uniform, level and shall be a minimum of 6 feet back from the edge of excavations, holes, platforms, and roofs. If barricades are tied to vertical supports they shall be kept secure to prevent collapsing/hanging onto the ground

Barricades must be complete and the hazard area shall be entirely isolated. A permanent structure that prevents entry into the hazard area may be used as part of the barricade. The barricaded area shall be of sufficient size to afford adequate protection.

Barricades shall not block emergency equipment, such as fire extinguishers, safety showers, power panels, etc.

Smoking is allowed only in designated smoking areas that have been approved by Gallant.

CERTIFICATION, INSPECTIONS, AND REGULATORY AGENCY PERMITS

Certain operations may require a Gallant and/or owner permit. Such activities may include but are not limited to hot work, confined space/vessel entry, excavations, asbestos abatement, lead abatement, etc. The Subcontractor representative shall ask Gallant whether any parts of the Subcontractor's activities require a Gallant or client/owner permit.

When a subcontractor is responsible for design of excavation, shoring, trenches, or barrier walls full design/approval documentation shall be provided to Gallant.

A third-party certified Competent Person shall make a thorough annual inspection of all cranes and powered hoisting equipment. Cranes assembled on site shall receive an annual inspection prior to being put into service. Documentation of all crane inspections shall be provided to the Contractor and must be maintained on site by the Subcontractor.

All scaffolding must be inspected and tagged by a Competent Person prior to initial use, before each work shift, and after any event that could affect its structural integrity. Suspended scaffolds must receive documented daily pre-use inspections. Untagged scaffolds must not be used.

Mobile equipment must receive daily pre-use inspections, which will be documented. Examples include forklifts, cranes, backhoes, personnel lifts/manlifts, etc.

IV. SECTION III – GENERAL SAFETY AND HEALTH REQUIREMENTS

SAFETY MANAGEMENT SYSTEMS (SMS)

Gallant embraces the philosophy of a Safety Management System (SMS) that includes safety, health and environmental requirements in the work planning and execution processes that ensures protection of the worker, the public, the environment and property. Gallant's expectations for integrated safety management are based on the complexity of the hazards associated with the work, including the (1) described functions, components, processes, and interfaces (system map or blueprint) and (2) personnel who execute those assigned roles and

responsibilities to manage and control the SMS. Line management responsibility, clear roles and balanced priorities are essential elements of our SMS.

Subcontractors will be requested to participate and appoint a Safety Representative to represent its company at Gallant's sponsored joint team safety initiatives sessions. The dates, times and occurrence to be determined.

Subcontractors shall demonstrate that the mechanisms are in place to direct, monitor and verify implementation of the SMS. The key elements provided by Gallant below reflect the minimum expectations required for implementation of the Subcontractors program related to the Jobsite and individual activities. Subcontractors are encouraged to use the Safety Management System Matrix, Form G-01 (see FORMS Section), as a guide for implementation of the SMS.

A. MANAGEMENT OVERSIGHT

Procedures and/or mechanisms are in place and utilized that:

1. Define clear line management roles and responsibilities within the Subcontractors organization and activities to ensure that safety is maintained at all levels,

2. Ensure that personnel who supervise work are competent and commensurate with their responsibilities, Duties include JHA completion, JHA morning discussion with crew, hazard identification, lead by example, etc.

3. Incorporate the best practices of the various safety initiatives (e.g., enhanced work planning etc.),

4. Emphasize management review and resolution of recommendations for improvement, including worker suggestions,

5. Encourage personnel to provide information and feedback for self-assessments, continuous improvement, and occurrence reporting as well as routine observations, and

6. Develop feedback and improvement opportunities at the Jobsite as well as the individual level, and ensure that information developed is utilized to provide feedback and improvement applicable to future similar/related activities.

B. HAZARD IDENTIFICATION

Procedures and/or mechanisms are in place and utilized that:

1. Hazards associated with the work have been identified and analyzed and personnel responsible for the analysis of safety, health and environmental concerns work closely with those assigned to analyze and control the hazards for the jobsite/activity,

2. Ensure direction and approval from line management and integration of requirements,

3. Personnel whose roles are to identify and analyze hazards are competent to execute the responsibilities.

4. Workers are involved in the identification and determination of hazards, and

5. Implement appropriate controls for mitigation of hazards present at the jobsite/activity.

C. OPERATIONS

Procedures and/or mechanisms are in place and utilized that:

1. Ensure work planning (standards and requirements) integrated at the individual or activity level fully analyzes hazards and develops appropriate controls, prior to authorization of work or commencement of operations,
2. A process is established to confirm Jobsite, activity and operations workforce readiness prior to authorization for start of work,
3. A process is established for authorization to conduct operations,
4. Ensure adequate performance measures and indicators (balanced priorities), including safety performance measures, are established for the work,
5. Workers actively participate in the work planning process, and
6. Work documents demonstrate effective integration of safety management.

SAFETY AND HEALTH PROGRAM

Subcontractors shall establish and maintain a written program to protect the safety and health of all persons on the Jobsite including their employees, employees of other contractors, sub-tier contractors, visitors and the public.

The Subcontractors Safety and Health Program shall be submitted in writing to Gallant for approval and coordination with other Jobsite activities within fifteen (15) days of subcontract award, and in any event prior to commencing work at the Jobsite. Such program shall be commensurate with the work and in conformance with the Gallant Job Hazard Analysis and the specific requirements set forth herein.

Subcontractors shall adopt the Gallant GoalZERO philosophy in performance of the work under this Subcontract, ensuring it is communicated to and fully understood by all levels of the Subcontractors organization. In its promotion of this philosophy, the Subcontractor shall incorporate into their Safety and Health Program, methods and strategies to eliminate work related accidents, incidents, injuries and illnesses.

A. In performing work under this subcontract, the Subcontractor shall perform work safely, in a manner that ensures adequate protection for employees, the public, and the environment, and shall be accountable for the safe performance of work. The Subcontractor shall exercise a degree of care commensurate with the work and the associated hazards. The Subcontractor shall ensure that management of the Safety, Health and Environmental (SH&E) functions are consistent with the Safety Management System (SMS) and

becomes an integral and visible part of the Subcontractors work planning and execution processes. The Subcontractor shall, in the performance of work, ensure that:

1. Mechanisms are in place to direct, monitor and verify implementation of the SMS.

2. Resources are effectively allocated to address SH&E, programmatic, and operational considerations. Protecting employees, the public, and the environment is a priority whenever activities are planned and performed.

3. Before work is performed, the associated hazards must be evaluated and an agreed-upon set of SH&E standards and requirements established which, if properly implemented, provide adequate assurance that employees, the public, and the environment are protected from adverse consequences.

4. The conditions and requirements to be satisfied for operations to be initiated and conducted are established and agreed-upon by Gallant and the Subcontractor. The extent of documentation and level of authority for agreement shall be tailored to the complexity and hazards associated with the work and shall be established in a Safety and Health program.

B. The documented SH&E Program shall describe how the Subcontractor will establish, document, and implement safety performance objectives, performance measures, and commitments. The documented SH&E Program shall also describe how the Subcontractor will measure the SH&E Program effectiveness.

C. The Subcontractor shall submit to Gallant the documentation of their SH&E Program for review. Gallant will provide guidance on the preparation, content, and review of the documented SH&E Program.

D. The Subcontractor shall promptly evaluate and resolve any non-compliance with applicable SH&E requirements and the Subcontractors documented SH&E Program. If the Subcontractor fails to provide resolution or if, at any time, the Subcontractors acts or failure to act causes substantial harm or an imminent danger to the environment or health and safety of employees or the public, Gallant may issue an order stopping work in whole or in part. Any stop work order issued by Gallant under this clause (or issued to a Subcontractor or its sub tier at any level) shall be without prejudice to any other legal or contractual rights of Gallant. In the event that Gallant issues a stop work order, an order authorizing the resumption of the work may be issued at the discretion of Gallant.

E. The Subcontractor is responsible for compliance with the SH&E requirements applicable to this subcontract regardless of whether the Subcontractor, or its Subcontractors at any level, performs the work.

F. The Subcontractor shall include a clause substantially the same as this clause in all subcontracts involving complex or hazardous work on site. Such subcontracts shall provide for the right to stop work under the conditions described in paragraph (D) of this clause.

G. The subcontractor and their tier contractors shall provide their own drinking water and establish a written procedure/protocol to maintain sanitary conditions and eliminate cross contamination. The written procedure shall be submitted and approved by Gallant Builders.

H. Subcontractors shall perform daily housekeeping and maintain corridors, entrances and exits free from obstructions.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Written Safety & Health Program

V. HAZARD COMMUNICATION AND CHEMICAL MANAGEMENT SYSTEM REQUIREMENTS

A Hazard Communication Program shall be submitted in writing to Gallant for approval and coordination with other Jobsite activities within fifteen (15) days after Subcontract Award or prior to commencing work at the jobsite. The Subcontractors Program shall include:

In performance of work under this Subcontract the Subcontractors Program shall include and comply with the following the Gallant Hazard Communication Program and Chemical Management System requirements:

A. Identification of Hazard Communication Program responsibility and accountability.

1. The system for receipt and document control of Safety Data Sheets (SDS) for materials being brought onto the jobsite by the Subcontractor or its suppliers and lower tier Subcontractors. The Subcontractor SDS book shall be kept on file at the Gallant office during the duration of their work scope.

2. Employee training on SDS and in the handling and disposal of materials that falls under statutory regulations. Copies of the training records shall also be kept on file at the Gallant office.

3. A disposal plan for removal of hazardous materials from the jobsite. This plan must meet all federal/national, state, and other applicable governmental requirements.

B. Hazard Communication Program Requirements:

1. A copy of the Subcontractors written Hazard Communication Program shall be kept at the Jobsite and be readily available to employees and Gallant.

2. Prior to start of work, the Subcontractors shall ensure their employees receive hazard communication program training per OSHA 29 CFR 1910.1200(h) or 29 CFR 1926.59(g).

3. Current Safety Data Sheets (SDS) for each material brought onto the project, shall be maintained by the Subcontractor. The information contained in the SDS shall meet the requirements of OSHA 29CFR1926.59(g), "Material Safety Data Sheets."

4. A current list of hazardous materials and associated SDS for all hazardous materials in use or stored shall be kept at the Jobsite and be readily available to employees and Gallant.

5. All containers, original and secondary, shall be labeled and stored in accordance with OSHA 29CFR1926.59(f), "Labels and Other Forms of Warning."

6. Subcontractors shall verify that employee exposures to hazardous chemicals do not exceed applicable OSHA permissible exposure limits (PEL) or American Conference of Governmental Industrial Hygienists (ACGIH) threshold limit value (TLV), whichever is lower and to verify adequacy of respiratory protection.

C. Chemical Management System Requirements:

1. Subcontractors shall submit to Gallant, an inventory of all chemical materials used on the project. The inventory shall include product name, manufacturer/supplier, storage location, quantity on hand (including unit), annual usage (including unit), and SDS date and quantity brought on jobsite, quantity added and/or depleted during the reporting period when mobilizing and demobilizing from the Gallant Site.

2. An inventory of chemical materials shall be provided to Gallant regardless of quantity or potential regulatory exemption. If the duration of the Subcontract performance period exceeds three (3) months, the Subcontractor shall provide Gallant an updated inventory each calendar quarter or fraction thereof, for the entire performance period of the Subcontract.

3. Subcontractors shall submit to Gallant a corresponding copy of the SDS for each on-site chemical material brought on site, and have available on-site for Gallant to review, all other chemical material in the Subcontractors possession. Subcontractors are solely responsible for the proper management, characterization and handling of all chemical material in the possession of the Subcontractor regardless of any specific Gallant reporting criteria.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Hazard Communication Program (may be included in the Subcontractor Safety & Health Program).
- The SDS for each chemical material brought on-site.
- List of Hazardous Materials and associated SDS.
- Industrial Hygiene monitoring data taken by Subcontractor representing exposures to their employees.

REQUIRED MINIMUM SUBMITTAL TO GALLANT:

- Mobilization and Demobilization of the chemical material inventory brought on-site.
- Quarterly updates of hazardous materials inventory if on site for more than three months.
- Updated hazardous materials inventory if new or increased quantities of hazardous materials are brought on site.
- Industrial Hygiene monitoring data and supporting documentation taken by the Subcontractor representing exposures to project employees.

VI. EMERGENCY PREPAREDNESS

Subcontractors are encouraged to use Gallant's preferred medical provider for occupational injuries and illnesses. However, in the event of life threatening injuries or illness emergency medical services may be dispatched. The Subcontractor is responsible for all medical costs (facility use) of whatever nature regardless of the facility elected to be utilized by the Subcontractor Subcontractors shall follow the requirements below for reporting emergencies.

A. REPORTING ON-SITE EMERGENCIES TO GALLANT

1. Telephone the Gallant Superintendent at: **713-209-1444**

B. Personnel at remote work locations or working alone shall have communication equipment to initiate emergency response and to be notified of emergency situations.

C. All persons in direct charge of crews shall be current in First Aid/CPR training. A minimum of one person, holding a valid certification of First-Aid/CPR training meeting American Red Cross or equivalent criteria, shall be present at all times at each jobsite. Copies of the Subcontractors foremen/supervisors First Aid/CPR training shall be provided to Gallant and will be kept on file of duration of the project.

D. Gallant will provide the Subcontractors with site-specific emergency action plan information, such as staging areas and evacuation routes.

E. Subcontractors may be requested to participate in scheduled and impromptu emergency drills and exercises.

F. Subcontractor employees shall be given pre-work safety orientation that includes the emergency response and notification requirements of this section. Each person has the responsibility to:

1. Take reasonable action to prevent or mitigate an emergency event.
2. Promptly respond to emergency signals.
3. Immediately report emergencies using established procedures.
4. Immediately report to Gallant any condition that may lead to an emergency condition.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Verification of First Aid/CPR Certification shall be available at the Gallant jobsite trailer/office.

VII. REPORTING ACCIDENTS AND INCIDENTS

A. Recording and reporting occupational injuries and illnesses is the responsibility of the Subcontractor and shall be in compliance with the Occupational Safety and Health Act of 1970 and OSHA 29CFR Part 1904. The Subcontractors shall maintain accurate accident and injury/illness logs, and upon request, furnish to

Gallant on a monthly basis, a summary (First Aid and OSHA 300) of injuries/illnesses and the total number of respective work hours. The Subcontractor is required to submit the same required information for its sub-tier Subcontractor(s). The monthly report (pertaining to the previous months' activities) of all accidents or injuries/illness shall be completed on or before the third working day of each month. The monthly logs are required throughout the duration of the Subcontract, including periods of no work activity. If the duration of work does not exceed one month, the accident and injury/illness logs shall be submitted upon completion of the work. See Subcontractors Monthly Injury/illness Report.

B. Deaths, injuries, damage to property, and spills or releases (radiological, chemical, hazardous or regulated materials) shall be verbally communicated to Gallant immediately with a written follow-up report within 24 hrs. The subcontractors shall provide Gallant with the final report with copies of all witness statements, the Injured Persons statement, JHA, clinic or hospital documentation, pictures, and follow up documentation per clinic or hospital visit.

C. The following events shall be investigated, documented and reported on Gallant's incident/investigation form.

1. Deaths
2. Employee injury or illness OSHA recordable cases
3. Employee exposure to concentrations of toxic and hazardous substances in excess of permissible levels
4. Theft, loss, or damage of any property
5. Events not resulting in injury, illness or property damage but having had the potential to do so
6. Environmental incidents - releases and spills

D. The accident/incident report shall include at a minimum:

1. Activity in progress at the time of the accident/incident
2. A detailed description of the accident/incident, events leading up to the accident/incident, and the extent of injury or damage
3. Corrective action(s) planned and taken to prevent reoccurrence
4. Time frame for implementing corrective action(s)
5. JHA completed for the day of the injury/accident
6. All documentation from clinic/hospital etc.
7. All pictures taken of occurrence of incident/accident including damages and or injuries

E. At the discretion of Gallant, independent investigations of accidents/incidents may be conducted. In those instances, the Subcontractor, to the extent possible, shall:

1. Secure the accident/incident Jobsite and prevent change in the location or configuration of equipment and material associated with the accident/incident
2. Assist in identifying witnesses and securing statements
3. Assist in post-investigation activities to determine cause(s) and corrective action(s)

F. Subcontractors shall cooperate fully in the conduct of inspections by Gallant, governmental agencies and other agencies of competent jurisdiction, e.g., OSHA. Copies of citation notices by such agencies shall be submitted to Gallant immediately upon receipt.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Monthly injury/illness reports shall be maintained at the Jobsite and submitted to Gallant monthly using the Subcontractors Monthly Injury/Illness Report.
- Information reporting for injury/illness shall be maintained at the Jobsite and submitted to Gallant using the Injury/Illness information Reporting Sheet.

VIII. ACCIDENT / INCIDENT INVESTIGATION

A formal accident investigation must be conducted when an accident occurs, including non-injury incidents, most first-aid type accidents, motor vehicle accidents, near miss incidents and environmental releases or spills.

In the event of a workplace accident, injury, or illness, the most important immediate actions are to provide medical assistance to those who may need it and to ensure the safety of others that may be affected or acting as emergency responders.

Securing the accident scene is essential to ensure an effective accident investigation. **No materials or equipment shall be moved** until a review of the accident is completed, except when securing equipment or materials that could result in further injury. The Gallant Superintendent is responsible for giving the all clear to unsecure the scene.

Obtain witnesses' names, permanent addresses, and signed statements of their complete factual observations.

All accident investigations must be documented using an Accident Investigation Report approved by Gallant. All required reports should be completed and copies provided within 24 hours to Gallant. All Subcontractors are required to cooperate with incident/injury investigations at Gallant's request.

IX. MEDICAL AND EXPOSURE MONITORING

Subcontractors involved with operations, such as those involving hazardous waste, asbestos or lead abatement, certain carcinogenic compounds, etc., shall describe their medical and exposure monitoring procedures and their proposed compliance methods in their SH&E Plan.

Employees involved in these operations shall have met, prior to any fieldwork activity or exposure, the medical requirements of applicable regulations or standards, including, but not limited to, a baseline medical exam and periodic update exams, as required.

Employee medical requirements and limitations shall be considered prior to the use of certain types of PPE, such as respirators.

SAFETY BULLETIN BOARDS

A. Every Subcontractor employing nine or more persons shall install and maintain a safety bulletin board at a location where the employees report to work.

B. Safety bulletin boards shall be sufficient in size to display and post safety bulletins, newsletters, posters, accident statistics, and other safety educational material.

C. As a minimum safety bulletin boards shall post the following:

1. Texas and Federal Employment Regulations
2. Department of Labor – OSHA Act Poster
3. OSHA 300 Summary (posted from February 1st to April 30th of each year)
4. Gallant safety bulletins, publications, and posters as directed

REQUIRED MINIMUM DOCUMENTATION:

- Safety Bulletin board.

X. GALLANT GENERAL EMPLOYEE TRAINING

A. Subcontractors and lower tier Subcontractors and their employees shall attend the Gallant safety orientation prior to starting work operations.

FIRE PROTECTION – GENERAL

A. The local Fire Department shall be immediately notified of all fires. Following that notification, Gallant shall be notified.

B. Work areas shall be kept free from accumulations of unnecessary flammable and combustible materials, including vegetation.

C. Flammable liquid storage cabinets shall be Underwriter Laboratory (UL) listed and/or Factory Mutual (FM) approved and shall not be modified or damaged.

D. Flammable and combustible wastes (i.e., oily rags, containers with residue, absorbents, etc.) shall be removed from the work place to an approved storage daily.

E. No unauthorized fires shall be permitted.

F. Gallant Safety review and approval is required for and prior to:

1. Bulk storage of flammable or combustible liquids or gases
2. Use of portable tanks for storage of flammable or combustible liquids

3. Establishing indoor cutting and welding areas
4. The indoor and/or outdoor use of fuel-fired portable heaters (to avoid grass fires, etc.)
5. Disabling or removing from service any existing fire protection or fire alarm system
6. Issuance of Hot Work Permit.
7. Determine the fire protection requirements.

BEHAVIOR BASED SAFETY

Gallant is committed to achieve the highest level of Safety, Health and Environmental (SH&E) performance for work performed on the Project. Gallant is committed to a total quality SH&E culture to achieve GoalZERO, which requires the Subcontractor, to embrace the safety commitment and participation in the Gallant's Behavior Based Safety Program.

In order to achieve the Gallant's expectations and sustain continuous improvement, key process metrics must be developed to facilitate, promote and continue the SH&E improvement processes. The Subcontractor must demonstrate that their metrics/behaviors are developed and implemented in the day to day activities that are critical to protecting the number one assets; the employee.

Behavior Based Safety embraces a process that continues to drive projects towards GoalZERO. By empowering the workforce to actively participate in the SH&E program, employees are engaged to capture and monitor workplace behavior. By accentuating positive performance on a daily basis, safe behaviors are recognized and culturally accepted. The Behavior Based Safety process includes such elements of observation and feedback, safety coaching, checklist observation, problem solving and databases.

WILLFULL violations will not be tolerated and Gallant reserves the right to remove such violators from the project.

SAFETY PERFORMANCE MITIGATION

Subcontractors and lower-tier Subcontractors must maintain an average (three (3) previous years) EMR, OSHA Total Recordable Incident Rate and Lost Workday Incident Rate of less than **1.0, 1.5 and 0.5** respectively and had no significant willful citations from OSHA or other regulatory organizations. For Subcontractors which exceed the hurdle rates or experience upward trends shall establish methods to improve its safety performance while performing work on the Project.

Potential mitigation actions may include the presence of an experienced safety and health professional available at the construction site full time, provide continuous surveillance of the work sites and ensure strict compliance with Gallant's and the Subcontractors safety procedures, programs and construction safety work rules.

Another mitigation action maybe to develop supplemental program elements that address previous recordable injuries, job site hazards, and trends that exemplify the causes of the Subcontractor performance.

Subcontractors will be expected to conduct daily to weekly tailgate safety meeting to discuss hazards, controls, and issues related to on-going work including worker involvement and shall be documented.

Meetings will be held between Gallant and the Subcontractors Safety and Health professional and the senior Subcontractor Supervisor to discuss safety performance issues, safety practices, and related concerns.

Gallant's organization and periodic oversight inspections/surveillance's may conduct increased field supervision of Subcontractor safety and health performance.

XI. SECTION IIII – CONSTRUCTION SAFETY & HEALTH REQUIREMENTS

This Section establishes specific requirements for Subcontractors doing work on construction projects.

GENERAL

A. The Subcontractor shall identify proposed key personnel, e.g., the superintendent and persons authorized to assume the superintendent's role during his or her absence, and other personnel to be assigned safety and health responsibilities, their qualifications and their respective duties. The superintendent or other designated representatives shall be present on the jobsite at all times during performance of this Subcontract until the work is completed and accepted by Gallant.

B. The Subcontractors designee shall have full and complete responsibility for compliance with regulatory and contractual safety and health requirements. The presence of a dedicated Gallant Safety Manager shall not relieve the Subcontractor designee of that responsibility.

C. The Subcontractor shall designate and identify the qualifications of the competent persons or a safety professional that will conduct safety and health inspections where required by applicable federal and state standards or contractual requirements.

D. The Gallant/Joint Subcontractor safety walks of the Jobsite shall be performed prior to work commencing to help ensure hazards inherent to the jobsite work operation(s) and the surrounding environment are identified.

E. Activities associated with each phase of work shall be evaluated to identify specific hazards to which Subcontractors personnel, other site personnel, or the public may potentially be exposed and to establish appropriate control measures.

F. The Subcontractor shall ensure that each employee entering the jobsite has, through experience, training and, where required, certification, the skills and knowledge necessary to safely perform his or her assigned tasks.

G. Subcontractors and all lower-tier Subcontractors shall ensure all crafts performing work on the Gallant Project shall have received the necessary safety and health training related to their work operations and the hazards associated with their work. In addition, the Subcontractor shall ensure that each employee receives initial jobsite safety and health orientation and continued safety and health training addressing the hazards associated with the work and the measures necessary to control or eliminate the hazards.

H. Prior to arrival at the jobsite, the Subcontractor shall perform a thorough safety inspection of all tools and equipment (including cranes) to be brought to the project. Gallant reserves the right to perform crane (crawler, truck, hydraulic and tower type) functional inspections and load test prior to performing lifting operations on the project. Deficiencies shall be corrected prior to arrival at the jobsite. Documented evidence of inspection shall be maintained on the jobsite for Gallant review.

I. General Site Work Rules: Subcontractor employees, lower tier Subcontractors, visitors and vendors working at, or visiting the Jobsite shall, as a minimum, possess and wear a hard hat, safety glasses (or prescription glasses with side shields that conform to the requirements of ANSI Z-87.1), Class 2 Hi-Viz safety vest/shirt, safety toed leather boots, long pants, and short-sleeved (4" minimum) shirts at all times while at the Jobsite. Prescribed general (minimum) and specific personal protective equipment shall be worn at all times unless in an "exception area" approved by Gallant. The Subcontractor shall enforce the General Site Work Rules as specified in this section and “Contractor’s Jobsite Work Rules”. Deviations from this requirement will require approval from Gallant.

J. All Subcontractor’s shall adopt Gallant’s 100 percent tie off policy for work activities six (6) feet above the work surface. This provides for maximum protection for all personnel against falls from elevations when working or traveling at elevations six (6) feet or more above ground level. In addition, all personnel riding or working from aerial lifts (scissors, booming, telescoping etc.) must wear safety harness and lanyards attached to a lift basket anchorage point at all times, as it is common for personnel to lean through or over protective railings.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Documentation of safety inspections, crane inspections, and certifications (if applicable) of all tools and equipment brought to the Project.

XII. JOB HAZARD ANALYSIS (JHA)

Administrative and engineering controls to prevent and mitigate hazards must be tailored to the work being performed and any associated hazards. Emphasis should be on designing the work and/or controls to reduce or eliminate the hazards and to prevent accidents and unplanned releases and exposures.

A. The Subcontractor shall manage and perform work in accordance with a documented Safety and Health Program that fulfills all conditions in the Safety and Health Program section of this document.

The documentation of the Safety and Health Program shall describe how the Subcontractor will:

1. Define the scope of work
2. Identify and analyze hazards associated with the work
3. Develop and implement hazard controls
4. Perform work within controls

5. Provide feedback on adequacy of controls and continue to improve safety management

B. Job specific hazard analyses shall be developed by the Subcontractor and submitted to Gallant for review and acceptance prior to the commencement of work. The Subcontractor's JHA shall be completed and reviewed with the crew daily. The JHA shall be reviewed and updated for times when new or additional hazards are encountered. These analyses shall:

1. Identify the anticipated Project phases and the related tasks, equipment, and materials
2. Identify the types of hazards associated with each Project phase and describe the measures to be used for mitigation
3. Identify the phases of the Project or the activities where regulatory or contractual requirements dictate that hazard control measures be designed, implemented, inspected or approved by a registered Professional Engineer or other competent person and designate qualifications of those persons
4. Be included in employee's pre-job or pre-phase training and annotated with name, signature, and date of attendance of persons receiving the training
5. Be completed by the Subcontractor foreman/supervisor or competent person and discussed with the entire crew before the start of any work activity
6. Be maintained at the Jobsite and be available to employees, employee's representatives, and Gallant

C. Gallant will provide the Subcontractors with information on potential pre-existing chemical, physical, biological, and radiological hazards. The Subcontractors shall develop job hazard analyses to address the identified (potential) hazards; hazards inherent to the Subcontractors work scope and hazards encountered after the start of work. Subcontractors are required to use the Gallant Job Hazard Analysis form.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Latest version of job hazard analyses shall be maintained at the Jobsite.

XIII. INSPECTIONS AND HAZARD ABATEMENT

A. During periods when work is in progress, the Subcontractor shall conduct daily inspections of the jobsite to identify hazards and instances of non-compliance with the Project safety and health requirements. Records shall be kept of all daily inspections. These records shall note all observed hazards and the corrective actions taken.

B. Gallant and the Subcontractors will jointly conduct safety and health inspections of the jobsite on at least a weekly basis. The date of these inspections, hazards and instances of noncompliance, and corrective actions taken shall be documented in both Gallant's and the Subcontractors inspection records.

C. When a condition is identified that poses danger of serious injury or impairment of health, work will be stopped immediately and personnel moved to a safe location. In the event of such danger, any person is authorized to stop work.

D. Immediate corrective action(s) shall be taken to eliminate or control identified hazards. In cases where immediate corrective action is not possible:

1. Affected employees will be made aware of the hazard and its location
2. The location will be posted with warning signs describing the nature of the hazard
3. Implement interim control measures as needed to protect employees and secure Gallant approval of the measures taken

E. Other Inspections. Subcontractors shall provide full cooperation in the conduct of inspections by Gallant, governmental agencies and other agencies of competent jurisdiction, e.g. Occupational Safety and Health Agency (OSHA), Environmental Protection Agency (EPA), Texas Commission of Environmental Quality (TCEQ). Copies of citation notices by such agencies shall be submitted to Gallant immediately upon receipt.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Daily inspection documentation to be maintained at the jobsite.
- Weekly inspection documentation to be maintained at the jobsite.

XIV. SAFETY ORIENTATION AND TRAINING

A. Subcontractors shall attend the Gallant safety and health orientation prior to start of work; re-orientation shall be given at least annually. Records of employee's attendance shall be documented and shall be available at the jobsite. The orientation shall address the following points:

1. Goal ZERO Philosophy
2. Project Safety, Health and Environmental Plan
3. Location of and access to the Gallant SH&E Plan and other related safety plans
4. Accident Prevention
5. Hazard Identification and procedures for reporting or correcting unsafe conditions or practices,
6. Job Hazard Analysis
7. Work Permit Requirements and Procedures
8. Site Specific Emergency Action Plan
9. Emergency response procedures to include local warning and evacuation systems
10. Site Logistics Plan

11. Fall Protection and Prevention
12. Electrical Safety – Non-Qualified Workers
13. Hazard communication program and chemical management system requirements
14. Fire Prevention and Control
15. Use and maintenance of required personnel protective equipment,
16. Accident and Injury Reporting Procedures
17. First aid and medical facilities
18. Employee rights and responsibilities
19. Subcontractor responsibilities,
20. Disciplinary procedures

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Initial safety and health training (Orientation Training).
- Employee's hazards training.

XV. FIRE PROTECTION – FIELD

A. Subcontractors shall comply with Occupational Safety and Health Act (OSHA) 29CFR1926, Subpart F, "Fire Protection and Prevention"

B. Temporary enclosures shall be constructed of non-combustible or fire-retardant materials approved by Gallant.

C. Fire Watch:

1. A fire watch shall be provided when facility fire protection or alarm systems are out of service and the affected areas are unattended.
2. A fire watch shall be provided during, and for a minimum of 30 minutes after, welding, cutting, brazing, grinding or any work with open flame in areas where a potential exists that sparks, slag, or hot material coming in contact with flammable or combustible substances.
3. Fire Watch Personnel must be given instruction on the following before standing fire watch:
    a. The area to be watched,
    b. Frequency of inspection rounds (tours) required,
    c. Specifics of the fire protection impairment,
    d. Emergency procedures and actions,
    e. Methods for sounding alarms,

f. Procedure for manually activating fire suppression systems,

g. Use of fire extinguishers (hands on training required), and

D. Hot Work Permit – The Gallant Hot Work Permit is required prior to welding, cutting, brazing, grinding, or work with open flame in other areas not previously designated. Gallant will provide blank "Hot Work Permit" forms for use by the Subcontractor.

E. Gallant shall review and approve Hot Work Permits prior to the start of hot work operations and Gallant shall be provided with a copy of the Hot Work Permit to post in the jobsite trailer.

F. The Subcontractors are responsible for posting the approved Hot Work Permit in the area where the hot work is being conducted.

G. Subcontractors are responsible to provide flame resistant personal protective clothing when their personnel are cutting and welding.

H. The Subcontractor shall provide fire-extinguishing equipment appropriate for the operation and their employees shall be trained in the maintenance and use of such equipment. Training in the use of portable fire extinguishers shall be in accordance with OSHA 29CFR1926.150(c)(1)(xi), "Employment and Training" and include "hands-on" fire extinguisher training. The "hands-on" training shall include actual discharge of a fire extinguisher.

I. Records of employee fire watch training shall be maintained at the jobsite.

J. Portable fire extinguishers shall be inspected monthly and have a qualitative inspection annually. A tag recording inspections shall be attached to each extinguisher.

K. Subcontractors performing HOT WORK shall provide their own inspected fire extinguisher; the use of the Gallant general use fire extinguishers on site is prohibited for HOT WORK purposes.

Subcontractors shall submit their plan for fire prevention and protection to Gallant for acceptance before commencing work at the jobsite.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Hot Work Permit.
- Fire Watch Training Records.

REQUIRED MINIMUM SUBMITTAL TO GALLANT:

- Written fire prevention program (may be included in Safety & Health Program)

XVI. LOCKOUT TAGOUT PROGRAM

A. Subcontractors shall implement their Lockout/Tagout (LO/TO) Program. This program must be specifically addressed in the Subcontractors Safety Program and implemented in a procedure developed by the Subcontractor and submitted to Gallant for review and approval prior to use.

1. Subcontractor and sub-tier workers who are required to work under the protection of lockout/tagout shall be trained.

B. The Electrical Subcontractor will act as the "Controlling Organization" as defined in the Gallant's Program and the Subcontractors implementing LOTO procedure unless otherwise directed.

When acting as the Controlling Organization, the Electrical Subcontractor will install their lockout/tagout based on a graded approach prior to the installation of authorized worker lockout/tagout. The Electrical Subcontractor authorized and qualified workers will install lockout/tagout to control hazardous energy or materials, and verify adequate control of hazardous energy or materials for personal protection prior to performing service or maintenance in accordance with the Subcontractors LOTO procedure.

C. The Controlling Organization and Subcontractor authorized and qualified worker locks and tags shall be recorded in the Project's "Lockout/Tagout Log" maintained by Gallant.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Subcontractor Control of Hazardous Energy and Lockout/Tagout Programs
- Training records of "Authorized Workers"
- Lockout/Tagout Log

XVII. HOISTING & RIGGING

This section is applicable to Subcontractors whose scope of work includes hoisting and rigging.

The following are defined as "critical lifts" and require written approval from Contractor senior operations management. Crane lifts:

- Over 50 tons
- Exceeding 75% of the crane's capacity,
- Involving more than one crane, where the load exceeds 50% capacity for either crane,
- Of a non-rigid object overactive work areas

Other activities that should be considered for classification by Gallant as a critical lift would include:

- Lifts made where the load or crane boom passes over or adjacent to active or occupied offices, warehouses, process facilities, pipelines, etc., or within 20 feet of power lines
- Lifts using more than 200 feet of boom
- Use in confined or tight work areas

- Lifts for highly valuable or hazardous materials

Taglines are required on all crane lifts.

At sustained or gusting wind speeds of 30 mph; elevated work on scaffolding, mechanical lifts and crane lifts must cease, unless Gallant has approved the work and it is protected from the wind. At 20 mph, all cranes must be de-rated for wind loads. The more stringent Client, manufacturer or Gallant requirements shall be followed.

All outriggers on mobile cranes must be fully extended and fully deployed when the crane is used to lift or support a load. If, due to configuration or physical location, all outriggers cannot be fully deployed, calculations must be made from the "on-rubber" section of the load chart. On-rubber lifts and pick-and-carry operations require written approval from Gallant.

Anti-two-block devices that automatically disengage crane hoist/boom functions when the hook or block approaches the jib or boom tip are required on all cranes.

When crane assembly/disassembly (A/D) is required, it shall be done under the direction of a Qualified and Competent Assembly/Disassembly Supervisor. Site and ground bearing conditions must be adequate for A/D and for all lift operations.

Multiple lift rigging (Christmas tree lifts) is not allowed without approval by the Gallant's Superintendent and Safety Manager, and a written site-specific plan to prevent exposure to overhead loads during such lifts.

Subcontractors shall, for and prior to all hoisting and rigging work activities, provide minimum standards for all hoisting (hauling) and rigging (lifting) work activities. While the Subcontractor may use alternate documentation to control the work process, the Subcontractor shall produce minimum documentation and to comply with the intent of the Gallant program defined below:

1. All cranes shall be in compliance with manufacturer specifications and ANSI Standard B30.5 for crane use and operation and possess a current annual inspection decal affixed to the crane cab. The decal shall be legible and support documentation (annual inspection) must be kept on file and available for review by Gallant.

2. The crane operator shall perform the Gallant pre-operational inspection of all cranes prior to being placed in service. Any deficiencies identified shall be corrected without cost to Gallant.

3. A functional load test is required when the crane is initially set up for use on the job site. This test is to confirm that the mechanical components are functioning properly under a representative load and proper functioning of main hoist, auxiliary hoist, boom hoist (or boom cylinder) and the swing drives/brakes. Subcontractors shall be aware that boom lengths (crane height) in excess of 200 feet may require permitting by the FAA.

4. Gallant shall witness the crane operator/Subcontractor checks of all operational and safety systems (load moment indicators, anti-two block systems, etc.) to ensure safety systems function properly.

5. Providing a copy of the annual inspection for review by Gallant prior to commencement of work.
6. Developing a hauling/lifting execution plan describing how the work will be accomplished,
7. Submitting detailed hauling/lifting plans, calculations, on drawings to Gallant for approval,
8. Executing hauling and lifting work per the approved plan, and
9. Removing, hauling, and lifting equipment from the site after the completion of the work.

The Subcontractor shall include a rigging procedure with their Safety and Health Program submittal. The rigging procedure is intended to provide direction for the Subcontractors safe rigging operations.

The rigging procedure must include the requirements for the inspection of cranes, hoists, and cable and below the hook devices used for all rigging operations.

Construction hauling and lifting operations are classified into general categories of light, medium, heavy and critical lifts. Every hauling and lifting operation, regardless of category of size, shall be planned to ensure a safe lift. Due to the complexity and added risk associated with heavy or critical lifts, Subcontractor planning requirements shall be comprehensive.

Subcontractors shall develop a haul/lift plan with the following considerations:

1. Soil conditions and Jobsite terrain to verify access for lifting equipment to ensure stability,
2. Underground utilities along the haul path or at the lift location,
3. Locations of overhead power lines to ensure required clearances,
4. Lift equipment and rigging hardware requirements,
5. Access of haul and lift equipment into and out of the area, and
6. Contingency plan based on a list of typical risk scenarios.

A written lift plan and supporting calculations shall be prepared for haul and lift operations and critical lifts. Information includes equipment weight, location of center of gravity, recommended, or specified lifting points and special handling equipment. Lift plans and critical rigging plans require review and approval from Gallant prior to the lift.

Mobile crane operators must be qualified on each crane (model, type, and rating) that they are assigned to operate through a third party testing and qualification process recognized by Gallant such as NCCCO.

Subcontractor will furnish qualified lift supervisors that directly oversee the crane and associated rigging crews. All riggers and signal persons shall be qualified and satisfy requirements of OSHA 1926.1400. Copies of their

training and certification shall be maintained on the project site by the subcontractor and forwarded to the contractor upon request.

All crane operators, at any tier, shall possess a valid certification from one of the following entities:

- National Commission for the Certification of Crane Operators (NCCCO)
- Documentation of all equipment inspections/certifications and applicable manuals (operation, maintenance, manufacturer, etc.)

Operators with certification from any entities not listed above may be considered. However, the certification standard must first be submitted for review to Gallant. Upon approval by Gallant, the certification entity will be included in the above list. Gallant recommends and prefers crane operators have NCCCO certification.

REQUIRED MINIMUM SUBMITTAL AND DOCUMENTATION FOR GALLANT REVIEW:

- Lift Plan
- Rigging Procedure
- Rigging Inspections
- Rigger and Signal Person Certifications
- Crane Operator Certification
- Annual Crane Inspection

XVIII. SAFETY COMMUNICATIONS AND MEETINGS

A. Gallant will conduct safety meetings with all workers at least weekly, when changes in work, work methods, or work environment introduce new hazards; minutes and records of attendance shall be kept. Safety meetings shall address:

1. Safety and health concerns related to the work activities and Jobsite
2. Accidents/incidents occurring at the Jobsite
3. Results of jobsite safety and health inspections, including the results of the Gallant inspections
4. Lessons learned by the Subcontractors on similar work activities

B. The Subcontractor shall conduct daily JHA's for their field operations. The Subcontractor shall discuss work activities to determine the hazards associated with the work for the day and the control measures to eliminate the hazards. The JHA shall be completed by foreman, supervisor, or competent person and discussed with the entire crew before the start of any work activity. The JHA shall be voided if injury or incident occurs.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Documentation of weekly safety meetings and daily JHA's shall be maintained at jobsite.

XIX. ELECTRICAL SAFETY PRACTICES

All temporary and permanent electrical installation materials and equipment shall conform to the requirements of NFPA 70 National Electrical Code and 70E, "Electrical Safety Requirements for Employee Workplaces," and OSHA 29 CFR 1926 Subpart K. Work covered under ANSI C2 "National Electrical Safety Code" is not addressed in this section and will be authorized by the Gallant on a case-by-case basis as required.

The Electrical Subcontractor shall be responsible to ensure the installation of safe temporary electrical systems by establishing a method of controlling and inspecting for NEC compliance. The Electrical Subcontractor shall request an electrical permit for all temporary electrical work and submit to Gallant a description of work. Upon notification by Electrical Subcontractor that the work is complete, Gallant shall perform a temporary electric inspection and issue authorization for the Electrical Subcontractor to energize the system.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Written Electrical Program.
- Temporary Electric Plan, Including Temporary Lighting Plan
- Lockout Tagout Program.

XX. RESPIRATORY PROTECTION

A. Subcontractor shall select, use and maintain respiratory protection devices in accordance with the requirements of OSHA 29 CFR 1910.134 and ANSI Standard Z88.2 (or most current OSHA/ANSI respiratory protection standard).

B. Respiratory protection shall be provided to employees when feasible engineering controls and work practices cannot be implemented. The Subcontractor shall enforce the proper use of respirators and assure that their employees are trained and qualified to use the specific equipment provided.

C. The Subcontractor shall determine the respiratory protection needs and requirements by preliminary or job hazards analysis and prescribe needs and requirements in their Project Safety and Health Plan, work procedure, or work permit.

D. The Subcontractor shall justify the level of respiratory protection selected by the hazards identified and shall consider factors other than just protection, such as tripping hazards, mobility, heat stress, vision and other ergonomic factors.

E. The Subcontractor shall ensure employees are instructed in the use and limitations of the respiratory protective equipment used. Training and fit testing shall comply with requirements in the most current OSHA/ANSI standards.

F. The Subcontractor shall ensure their employees and lower-tier Subcontractors are medically qualified to use the respirator selected

G. All personnel who go into the exclusion zone shall wear the required level of respiratory protection and comply with training, medical and fit testing requirements as specified in this section.

H. Subcontractors shall be responsible for labor costs associated with the training and fit test for respiratory protection required for their employees.

REQUIRED MINIMUM DOCUMENTATION AVAILABLE FOR GALLANT REVIEW:

- Medical Statement of Respirator Qualification.
- Training Documentation.
- Fit Testing Documentation and a Written Hazard Assessment justifying the Respirator Selected

XXI. EXHIBIT G - FORMS SECTION

NUMBER	TITLE
G-01	SAFETY MANAGEMENT SYSTEM MATRIX
G-02	SUBCONTRACTORS MONTHLY INJURY/ILLNESS REPORT
G-03	INJURY/ILLNESS INFORMATION REPORTING SHEET

FORM G-01 (SAMPLE)
SAFETY MANAGEMENT SYSTEM (SMS) MATRIX

SUBCONTRACTOR SMS REQUIREMENT	Applicable Subcontractor SH&E Program Section
1. Management commitment and leadership. Subcontractor Management's commitment to achieving and sustaining GoalZERO Safety Performance and Zero non–permitted discharges or releases with respect to the environment.	
2. Define scope of Work. Subcontractors process for translating the Subcontract scope of work into specific work activities (tasks)	
3. Hazards associated with scope of work. Subcontractor shall define the process to identify and analyze hazards associated with the scope of Work.	
4. Develop and implement hazard control. Subcontractors process for identifying applicable standards and requirements in order to effectively control hazards associated with the scope of work.	
5. Define the process to implement standards and requirements. Subcontractor shall describe how work will be performed in accordance with identified standards and requirements.	
6. Identify the process for reviewing, addressing and communicating lessons learned. Subcontractor shall describe the process for reviewing, addressing and communicating lessons learned as part of their program implementation and flowdown requirements.	
7. Identify the process for worker feedback and continuous improvement. Subcontractor shall identify the process for collecting and managing the feedback information, identifying continuous improvement opportunities, implementing corrective actions, and assuring worker participation in continuous improvement opportunities.	
8. Approach for flowdown of SH&E requirements. Subcontractor shall identify the process to ensure that applicable SH&E requirements flowdown to all employees and lower-tier Subcontractors.	
9. Subcontractor selection (SH&E) process. Subcontractor shall identify the SH&E criteria they will use when selecting lower-tier Subcontractors.	
10. Compliance, responsibility and accountability. Subcontractor shall define processes to ensure that line management is responsible and accountable for SH&E performance and compliance with all applicable regulatory and subcontract requirements.	
11. SH&E incentives. Subcontractor shall describe the process to measure SH&E performance and provide recognition for meeting and/or exceeding established goals.	

FORM G-02

SUBCONTRACTORS MONTHLY INJURY/ILLNESS REPORT

This form must be completed monthly on or before the third working day of the month and submitted to Gallant and include employees name (separate sheet) associated with injury/illness.

SUBCONTRACTOR Name		Reporting Month	Date of Report
Gallant Project Name	Subcontract No.	Number of Employees	
	Month	Total for Year to Date	Total for Subcontractor
Hours Worked			
Number of First Aid Cases			
Number of OSHA Recordable Cases			
Number of Lost Workday Cases			
Lost Workdays			
Restricted/Transfer Cases			
Restricted/Transfer Workdays			
Fatalities			

SUB-TIER SUBCONTRACTOR

COMPLETE THIS TABLE FOR EACH SUB-TIER SUBCONTRACTOR ON THE PROJECT
(Make copies as necessary for additional sub-tier Subcontractors)

Company Name		Reporting Month	Date of Report
Gallant Project Name	Subcontract No.	Number of Employees	
	Month	Total for Year to Date	
Hours Worked			
Number of First Aid Cases			
Number of OSHA Recordable Cases			
Number of Lost Workday Cases			
Lost Workdays			
Restricted/Transfer Cases			
Restricted/Transfer Workdays			
Fatalities			

Comments:

_____

_____

_____

_____

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_____

FORM G-03 (SAMPLE)

INJURY/ILLNESS INFORMATION REPORTING SHEET

Subcontractor/Vendor Name:			Date Prepared:
Employee Name:			
Address:			
Job Title:			
S.S./ID#	Phone No.	D.O.B:	Age:
Length of time on current job:		Years of experience on job or equipment:	
Date & time of injury reported:		Date & time of injury:	
Type of injury: (first aid, recordable, lost time etc.)			
Affected body part:			
Place of injury: (i.e., area, place, building, etc.)			
Description of activity being performed when employee injured:			
Source of injury: (i.e., tool, operating equipment etc.)			
No. of lost days if applicable:		No. of restricted days if applicable:	
Medical provider:		Safety representative:	
Corrective actions:			
Prepared by:		Phone No.	Cell No.

EXHIBIT "G" - ATTACHMENTS SECTION

ATTACHMENT	TITLE
1.	CONTRACTOR'S JOBSITE WORK RULES

SUBCONTRACTOR'S JOBSITE WORK RULES

XXII. SITE WORK SCHEDULE

Hours of WORK

The standard workweek is from Monday through Friday with starting and quitting times as listed in the chart below:

Activity	Day Shift
Start Work	7:00AM
Start Lunch	11:30AM
Restart Work	12:00PM
Tool Pick-up and Clean-up of Immediate Work Area	3:15PM
Leave Project Site	3:30PM

All adjustments of work days and times will be at the discretion of Gallant.

All breaks, with the exception of lunch, are to be taken within the employees designated work area.

At the start of the day, all employees will be at their assigned reporting place or work location (tool box or physical location of work task), with their tools and prepared to begin work.

Entering or Leaving the Project

When an employee enters or leaves the project at other than normal starting or quitting time, the employee is responsible for notifying their immediate supervisor (Foreman, General Foreman, or Superintendent) upon arriving or prior to leaving the project.

Project Security

All employees must comply with the Project and any applicable security inspections. All lunch boxes, brief cases, backpacks, purses, carryalls and all articles able to be carried through the gate are subject to inspection. Employees refusing to submit to an inspection shall be terminated. Employee vehicles are subject to search with the employee present

Vehicle Policy

Employees shall park their vehicles in designated parking areas on the project. These facilities are provided as a convenience to employees. Gallant is not responsible for theft or damage to vehicles or personal property. The

speed limit on the project is **10 MPH** unless posted otherwise. Improperly parked vehicles will be towed at the owner's expense. All vehicles are subject to search by security

Contraband

Possession, passing, purchasing, use or the selling of explosives, illicit narcotics, illegal drugs, drug paraphernalia, firearms, ammunition, fireworks, incendiary devices, alcoholic beverages (including "near" and "non-alcoholic beer/wine), or other lethal weapons are not allowed on the project.

Unacceptable Behavior and Illegal Activity

Abusive language, verbal threats, intimidation, or harassment of others, fighting, horseplay, possession, or distribution of obscene or pornographic material is not allowed on the project. All violations of State of Texas laws relating to theft, willful damage to property, sabotage and vandalism are not allowed on the project jobsite.

XXIII. SUBCONTRACTORS SAFETY, HEALTH AND ENVIRONMENTAL (SH&E)

Work shall be in accordance with the Gallant SH&E Plan, the Subcontractors Safety Health and Environmental Requirements and the Subcontractors Site Specific SH&E Plan and in compliance with provisions of governmental, state, federal safety standards and procedures. All Subcontractors employees shall attend safety orientation. Employees are expected to be familiar with the information provided at safety orientation and must comply with the safety policies and procedures and best practices.

When safety equipment, practices or procedures are specified for a work assignment or area, compliance is mandatory.

PERSONAL PROTECTIVE EQUIPMENT (PPE)
Employees are required to wear hard hats and eye protection at all times while on the project work site. Gallant may grant exceptions to this rule in the following areas:

- Vehicle/equipment operators inside enclosed cabs (PPE must be worn outside of cabs)
- Lunch periods, provided that no work is in progress in the immediate area

Employees are responsible for the maintenance and working condition of issued PPE and shall not alter or modify any PPE.

DRESS CODE
All personnel are required to wear proper clothing on the project.

Appropriate shirts must be worn that cover the entire upper torso and have a minimum sleeve length of four (4) inches.

Full-length pants of sturdy material without holes, tears, rips or cuts must be worn that extend to the ankle.

Substantial safety toed, hard-soled shoes/boots must be worn. Shoe tops shall be made of durable, sturdy leather and in compliance with OSHA/ANSI standards. Open-toed shoes, tennis, or athletic shoes are not acceptable.

The Contractor may grant exceptions to the dress code for employees working in the administration offices.

INJURY REPORTING
Report all injuries/illnesses immediately to your supervisor and Gallant Safety.

Note: Subcontractors shall develop specific injury/incident reporting in accordance with these Safety Requirements and shall submit to Gallant for review. Subcontractors shall notify Gallant of any injury/incidents immediately and are encouraged to utilize the on-site first aid facility.

USE OF TOBACCO AND VAPING PRODUCTS
The use of tobacco and vaping products is not allowed on the jobsite except in designated areas.

FOOD CONSUMPTION
The consumption of food, food products, soft drinks, coffee, tea, sunflower seeds, etc. will be confined to designated areas. Consumption of these items outside these areas is prohibited.

SALES AND SOLICITATIONS
Employees shall not bring onto the project items for sale or raffle to other employees. Any solicitation for donations must have prior written approval from Gallant. Football pools, and other pools are prohibited.

RADIOS, CELL PHONES AND CAMERAS
No personal radios, audio and/or video players, headphones, cell phones with head jacks, or other personal wireless communications devices are allowed within the work area.

Note: Communication equipment/devices required for Subcontractor to conduct day-to-day business and required for safety considerations are permitted.

WORK RULES INFRACTIONS AND DISCIPLINE PROCEDURES
These work rules listed identify basic project work rules and is not intended to be all-inclusive. Other reasons for disciplinary action are at management's discretion. Written warnings will be issued and will remain active for a period of one (1) year.

Note: Subcontractors and lower-tier Subcontractors are expected to and shall develop and enforce disciplinary actions commensurate with the Contractor.