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Subcontractor Safety Standards

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1.0 Purpose & Scope

Purpose

The primary goal of this document is to assure a safe and healthy workplace on jobsites by establishing basic safety parameters that Subcontractors must meet. Bernards is committed to protecting our employees, Subcontractors and the public.

Scope

The provisions of this exhibit apply to all Subcontractors and all lower tiers suppliers/vendors, regardless of whether or not Subcontractors' personnel are onsite. This policy shall continue to remain in effect until or unless modified in writing by Bernards (hereinafter referred to as "Contractor").

2.0 Basic Safety Expectations

Each Subcontractor and their lower tiers shall comply with all applicable federal, state, local regulations, and manufacturer instructions. In addition, the Subcontractor must adhere to any Site-Specific Safety Plans, applicable Controlled Insurance Program Safety standards, and any primary client safety requirement. The Subcontractor and their lower tiers shall comply with the most stringent regulation applicable. If a conflict exists between regulations, the Subcontractor shall notify Contractor immediately.

It is the responsibility of the Subcontractor to know the safety requirements of the project and to convey these requirements to their personnel and their lower tiers.

Contractor relies on Subcontractor (and lower tiers) to utilize their technical expertise and safety knowledge to communicate unsafe conditions and/or practices at a worksite. A lack of communication, from Subcontractor, may lead to an inaccurate assessment of conditions and practices by Contractor.

Contractor does not have general supervisory authority over the worksite.

Subcontractor and their lower tiers shall, at their own expense, comply with all present and subsequently enacted applicable safety requirements relating to Contractor or Client requirements, federal, state, local regulations, and any amendments, affecting their employees, the public and project safety for Subcontractor's and their lower tiers' scope of work.

Guiding Criteria

Subcontractors and all lower tiers suppliers/vendors must follow manufacturer requirements, their safety methods/policies/procedures, and all regulatory needs necessary for a safe operation. If there is another governing body (federal, state, or local) with more restrictive regulations, authority, or a more comprehensive contractual agreement then the Subcontractor is responsible complying with the more stringent regulation or agreement. Subcontractors are required to have their employees trained and compliant with (but not limited to) the following applicable regulatory requirements:

- Cal-OSHA Title 8 & OSHA 29 CFR
- Cal-OSHA Title 8 CCR Subchapter 4 – Construction Safety Orders
- Cal-OSHA Title 8 CCR Subchapter 5 – Electrical Safety Orders
- Cal-OSHA Title 8 CCR Subchapter 7 – General Industry Safety Orders
- OSHA 29 CFR Part 1910 - Safety Standards for General Industry, and all Subparts
- OSHA 29 CFR Part 1926 - Safety Standards for Construction, and all Subparts

Hazard Identification and Correction

Employees are expected to evaluate their work areas for safety & health hazards prior to start of work, when conditions change, and as necessary throughout the day, and either correct the hazards or seek corrective action through their foreman or the responsible competent person.

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If a Subcontractor creates a hazard, it is responsible for adequately correcting the hazard so the public or site personnel are not exposed. If the Subcontractor is exposed to a hazard that they did not create and/or are not responsible for, immediately report this to Contractor’s site management so that prompt action can be initiated. Subcontractor may not work in the affected area until the hazard has been abated. Non-compliance may initiate Master Agreement provisions.

Subcontractor shall have in place a process to ensure all incidents, including near misses are investigated, corrective action is determined, tracked until complete, trends reviewed, gaps identified, and improvement plans are developed to prevent future occurrences. Subcontractor personnel will understand and participate in this process.

Competent Person

Subcontractors shall assign at least one competent person to the job. It is recommended that this person has completed a 30-hour OSHA Construction Safety & Health Outreach course or equivalent, but expected to possess the knowledge, and authority to make correction(s) for the specific operation. The competent person(s) shall be identified and made known to the Contractor (initially and if changed).

The competent person shall be responsible for walking areas of the site where the Subcontractor is or will be performing work for hazard identification, mitigation, and correction. In addition, the competent person shall evaluate the work areas throughout the day and correct safety/health hazards as they are found.

If Contractor is not satisfied with the safety performance or knowledge of the assigned competent person, the Subcontractor shall be responsible for assigning another individual to fulfill this role on the jobsite.

Site Safety Representation

Subcontractor is to provide site safety representation based on the nature of the work and quantity of personnel on site:

	Low Risk Work	High Risk Work*
1 – 15 workers on-site	Safety Representative**	Safety Representative**
15- 39 workers on-site	Safety Representative**	Safety Professional**
>40 workers on-site	Full-time Safety Professional**	Full-time Safety Professional**

*High risk work may consider activities where, if an event were to occur, the likely result is death or permanent disability to a person, potentially lead to severe negative impact on the environment, cause severe damage to third party property, or cause severe damage to an operating facility, operation, or brand reputation.

**The Contractor reserves its right to require a part-time or full-time project safety professional based on total/aggregate workers or deficient safety performance.

A safety representative may be a working supervisor that has experience in a leadership role, OSHA 30 or equivalent training, and competent / qualified for the scope of work. This individual will be identified at the start of the project, shall be capable of identifying and correcting safety deficiencies, be on site whenever work operations are being performed and attend all necessary jobsite meetings.

A full-time safety professional shall have no other duties other than safety. The full-time safety professional shall have field experience, completed an OSHA 30 course (or equivalent), first aid, and CPR training. It may be required that a safety professional be certified by a recognized authority, such as BCSP, OSHA, WSO, or possess a degree in a safety discipline.

If Contractor is not satisfied with the safety performance or knowledge of the assigned safety representative and/or safety professional, the Subcontractor shall be responsible for assigning another individual to fulfill this role on the jobsite.

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3.0 Required Documents

Safety Program

Subcontractor shall have and maintain on site a copy of its written safety & health program. The written program shall include all policies and programs required by federal, state, and local regulations as described within this document. The written program and supporting documents shall remain accessible to the Contractor until completion of all site work.

Subcontractor shall use an effective JHA methodology to identify and communicate known or potential hazards to their personnel, tiers or other potentially impacted workforces prior to beginning work. This analysis and the identified controls must be reflected in the Subcontractor’s safety plans and JHAs specific to the scope of work.

Trainings

Subcontractors shall implement a schedule of trainings, such as toolbox talk safety meetings relevant to the work and to maintain compliance. The documents shall remain accessible to the Contractor until completion of all site work. Trainings shall meet federal, state, local regulations, and manufacturer instructions.

Hazard Communication

Subcontractors are to maintain compliance with the Hazard Communication Standard - Chemical Inventory, Written Program, Labels, Material Safety Data Sheets, and Training.

Safety Data Sheets (SDS) shall be made available prior to the chemicals coming onto the project.

Subcontractor personnel shall have SDS training that includes, but is not limited to: product identifier, signal word, precautionary statement, manufacturer/distributor information, pictograms, hazard statement, and other relevant information to ensure safe use, handling, storage, and clean up.

SDS's and training are to be maintained in accordance with applicable federal, state, local regulations, and manufacturer instructions.

Substance Abuse Policy

Subcontractor shall have and make available upon request a Substance Abuse Policy that is in conformance with all federal, state, and local regulations. Should a collective bargaining agreement(s) prohibit such a policy, it must be conveyed to the Contractor in writing.

Permits

Subcontractor shall have and make available upon request a valid permit (OSHA, etc.) that is in conformance with all federal, state, and local regulations applicable and necessary to their scope of work.

4.0 Incident Reporting and Investigation

Immediate Notice Required

Subcontractor shall immediately notify Contractor orally of any accident or occurrence resulting in damage to property, injury to the Subcontractor’s personnel or third party, or near miss.

Written Report

Subcontractor shall submit to Contractor a written fact-based accident report on a form acceptable to Contractor within 24 hours of the incident. Upon request, the Subcontractor shall furnish Contractor with a copy of any reports prepared by Subcontractor for submission to Subcontractor’s insurer(s). All incidents, accidents and near misses are to be investigated to determine basic/root causes including preventative actions to avoid similar future event(s).

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Preserve Evidence

Subcontractor has a duty to retain and preserve evidence or documents concerning incident or accidents. This includes the responsibility to not lose, destroy, or meaningfully alter documents or similar instruments.

5.0 Training

General Training

It is expected that the Subcontractor meet all its training obligations. This shall include instructing personnel in the recognition and avoidance of unsafe acts & conditions, the proper use of the tools and equipment that they will be using and the applicable federal, state, local regulations, and manufacturer instructions pertaining to site activities to which they will be exposed. Contractor reserves the right to obtain copies of Subcontractor safety training documentation as proof that training has occurred for specific personnel.

6.0 Safe Practices

Supervision

Subcontractor’s supervisors are expected to:

- a) assure employees and tiered employees meet the requirements of this document.
- b) take immediate steps to correct unsafe or unhealthful workplace conditions or hazards within their authority and ability to do so
- c) assure personnel shall not be exposed to hazards.
- d) not condone or participate in unsafe practices or allow unsafe conditions
- e) enforce safe work practices and procedures
- f) train and periodically remind employees of what to look for and how to correct or report unsafe conditions or hazards.
- g) cooperate with and encourage all safety programs and policies and encourage their personnel to do the same.

Stop Work Authority

All Contractor personnel and Subcontractors have the authority and obligation to stop any task or operation where the controls of risks from hazards to safety, health and environment are not clearly understood, or concerns about any of the control measures exists.

“Stop Work” concerns and questions must be adequately addressed and resolved. Pending resolution, Subcontractor personnel shall not be exposed to hazards. Subcontractor’s competent person will verify correction.

Contractor has not/and does not discriminate or retaliate against personnel who have exercised their “Stop Work” authority, nor condone such actions or behaviors. All subcontractors are expected to do the same.

Emergency Preparedness

1st aid/CPR – Subcontractor shall be responsible for maintaining 1st aid/CPR trained personnel in compliance with federal, state, local regulations, and Master Agreement.

Medical supplies – Subcontractor shall maintain a stocked 1st aid kit on site in compliance with federal, state, local regulations, and manufacturer requirements.

Evacuation – As part of the site Emergency Action Plan, Subcontractor personnel shall have knowledge of the following:

- a) Site evacuation signal
- b) Location of the post-evacuation congregation area
- c) Procedures for taking and reporting head counts
- d) Location of nearest medical facilities, and
- e) Location where cell phone signal is adequate for emergency calls

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Subcontractor is responsible to ensure their personnel understand the emergency action plan procedures and their role relative to the plan.

Housekeeping

Subcontractor shall enforce good housekeeping practices to mitigate potential injury, fire or other incidents/accidents. Special care must be taken to not mix potential ignition sources in with combustible or flammable materials.

Barriers, Warnings, Signs, and Signage Credibility

Subcontractor must post and abide by all necessary barrier/warning/signs/signage requirements by the manufacturer, Subcontractor/Supplier/Vendor Safety Policy, and all regulatory needs necessary for a safe operation.

Personal Protective Equipment

As required by Subcontractor’s safety policy, manufacturer, and regulatory requirements, the Subcontractor shall be responsible for providing PPE to their personnel and for assuring its use:

Eye & face protection – Safety glasses (ANSI Z87.1) must be worn on the job at all times to protect the eyes from physical, chemical, and radiological hazards. Prescription glasses and sunglasses must have side shields and meet ANSI Z87.1 specifications to be considered safety glasses, and be in conformance with all regulations, policies, and procedures set forth by the Contractor or Master Agreement.

Hardhats – Required to be worn on all jobs at all times. Hardhats must meet ANSI Z89.1 specifications and be of the class appropriate for worker exposures.

Clothing – Long pants & sleeved shirts (short or long) must be worn on the job at all times. No shorts, sweatpants, tank tops and no working without a shirt.

Special protective clothing – Where exposed to sparks, flame, or molten metal (grinding, welding, torches, etc.), clothing must be flame resistant. Where the potential for arc flash exposure exists, clothing and PPE must be chosen and worn based upon the clothing/PPE matrix in the most current version of National Fire Protection Association (NFPA) 70E, Standard for Electrical Safety in the Workplace.

High visibility traffic vests – At a minimum, vests must meet ANSI Z107 – Class 2 specifications (Class 3 required for nighttime work or on roads with traffic speeds over 50 mph).

Hearing protection – Hearing protection must be worn anytime noise levels exceed regulatory standards.

Protective gloves – Shall be worn based on the hazard type and in conformance with all regulations, policies, and procedures set forth by the Subcontractor’s policy. Contractor, Master Agreement, or insurance policy may require a more stringent glove policy.

Work at Heights

Subcontractor shall frequently inspect the site for fall hazards. When hazards are identified the Subcontractor shall utilize the hierarchy of controls to eliminate or reduce fall hazards. Subcontractor will ensure personnel are trained in the method to eliminate or reduce the fall hazard.

It is expected that the Subcontractor provide the appropriate fall protection for a given exposure. In the event equipment is loaned, it shall be examined, used, and accepted by Subcontractor at its sole risk and responsibility. There are no representations, warranties or conditions expressed or implied, statutory, or otherwise made on the part of the Contractor, for fitness for purpose.

Dropped Object Prevention

Subcontractor will take proper measures to guard against dropped objects.

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Hot Work

Prior to performing hot work (welding, cutting, burning, grinding or any other spark/flame-producing activity) within 35' of flammable or combustible materials or construction, the Subcontractor must use a hot work permitting process and institute a fire watch (requires trained personnel). Subcontractor responsibilities include but are not limited to:

- a) User of the permit must read, understand, and act in accordance with hot work permit requirements.
- b) Contractor shall provide an adequate fire extinguisher for fire watch duties (extinguisher selection must reflect the potential ignition source).
- c) The Fire Watch must have direct line of sight and easily access the completed hot work area for a minimum of 30 minutes after the hot work is complete.
- d) Hot work requirements may be more stringent based on the potential fire hazard or Master Agreement.

Completed hot work permit documentation shall be kept on file and made available upon request.

Sanitation

Unless agreed upon otherwise before the start of site work, Subcontractors shall be responsible for providing their own toilets, trash receptacles, washing facilities and potable water for personnel.

Electrical

Subcontractor shall not permit an employee to work in such proximity to any part of an electric power circuit that the employee could contact the electric power circuit in the course of work, unless the employee is protected against electric shock by de-energizing the circuit, grounding it, and verifying zero energy or by guarding it effectively.

Subcontractor shall use ground fault circuit interrupter (GFCI) protection at the source when using electrical tools/equipment.

Electrical equipment shall be used in accordance with NFPA 70E and manufacturer's instructions.

Inspection of electrical equipment shall be done in accordance with applicable federal, state, local regulations, manufacturer instructions, and Master Agreement. If inspection frequency is not identified in regulation, instructions, or agreement then it must be conducted at least quarterly.

Equipment Operation and Occupants

Subcontractors are responsible for training, safe operation, and proper maintenance of their equipment. All equipment must be utilized as intended and within manufacturer guidelines. As required by Subcontractor's safety policy, manufacturer, and regulatory requirements, the Subcontractor is responsible for:

Authorized operators – Only employer-authorized personnel are permitted to operate powered equipment / vehicles and that these individuals must have had formal safety training regarding safe equipment operation.

Use - Equipment must be used under proper operating conditions for its intended purpose and within the capacity stated by the manufacturer, with no deviation from the original design. Equipment operators must use the appropriate safety equipment for the specific piece of equipment. I.e. fall protection harness, seat belt, etc.

Inspections – Regular (at least daily) safety inspections must be conducted for all motorized equipment and must be made available upon request. These safety checks must focus on

Operability of safety devices – including horns and back-up/bi-directional alarms, equipment maintenance and safe operation.

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Mobile Equipment, Ariel Lifts, Scissor Lift, & Forklifts – Subcontractor shall maintain on-site proof of current Aerial Work Platforms (AWP), Mobile Elevating Work Platform (MEWP), Power Industrial Truck Operator (PITO) training or other relevant training where required.

Equipment Modification - Alterations and or modifications of the machine are strictly forbidden, without written approval from the manufacturer.

Contractor equipment is not available for Subcontractor use unless prior arrangements have been made.

Lifting Operations

Crane equipment must be appropriate for the activity, assembled, inspected, and operated in accordance with manufacturer instruction. Subcontractor and/or its tiers are required to ensure its operation is compliant with its safety policy, applicable federal state, local regulations, and manufacturer requirements. Subcontractor to follow Bernard's Crane & Hoisting Equipment safety document, to ensure a safe lifting operation.

Subcontractor is responsible for the adequacy of design and strength of any lifting lug or device which is part of, or attached to any object, and of any and all rigging and lifting apparatus failures or defects including the negligent use or negligent supervision of use by Subcontractor of rigging, lifting apparatus, or personnel supplied by the Contractor.

Scaffold

Contractor Supplied Scaffold – Subcontractors shall not use any equipment of Contractor without written approval. If Subcontractor personnel is approved use of equipment, Subcontractor agrees to accept all responsibility to inspect prior to use, ensure the proper set-up, erection, use and/or maintenance of the equipment is in accordance with applicable federal, state, local regulations, and manufacturer instructions prior to their use. There are no representations, warranties or conditions expressed or implied, statutory, or otherwise made on the part of the Contractor, for fitness for purpose.

Subcontractor Owned Scaffold - The Scaffold shall be erected and maintained in conformity with Subcontractor's safety policy, manufacturer, and any regulatory requirement.

User Training -Subcontractor is responsible for ensuring scaffold users must be trained in the recognition of the hazards associated with working on a scaffold they may be using including but not limited to compliance with manufacturer instructions, applicable federal, state, local regulations, and manufacturer instructions: the hazards of the particular scaffold that they intend to use; the nature of any fall, falling object, or electrical hazards; the correct procedures for dealing with electrical hazards and for erecting, maintaining, and disassembling the fall protection systems and falling object protection systems being used; the proper use of the scaffold and the proper handling of materials on the scaffold; the maximum intended load – carrying capacities of the scaffolds used. Subcontractor understands that all personnel who intend on occupying a scaffold must go through the appropriate scaffold user training conducted by a qualified person

Subcontractor scaffold competent person responsibilities include but not limited to:

- a) Design and preplanning of the scaffold including weight limitations, scaffold type, fall protection, tie-offs, supports, etc.
- b) Overseeing the erection of the scaffold
- c) Final inspection of the scaffold prior to initial occupation for use.
- d) At a minimum, daily inspection and documentation of the condition of the scaffold and its ability to be occupied safely. Documentation shall be made available upon request.
- e) Inspections of scaffolds after changes / alterations have been made.
- f) Oversight and inspections of mobile scaffolds.
- g) Training of other competent persons, scaffold erectors, and users.
- h) Possess the knowledge and authority to correct unsafe conditions.

A scaffold user's responsibilities include but are not limited to:

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- a) Examining the scaffold tag to verify that a competent person has deemed the scaffold safe for use. This must be done prior to initial use of the scaffold each shift.
- b) Refusing to occupy a scaffold prior to the competent person providing documentation indicating that the scaffold has been inspected and deemed safe. Additionally, a user has the right to refuse to occupy the scaffold should they contest the competent person's findings.
- c) Notifying the competent person of any safety concerns associated with the erection, conditions, use, and/or maintenance of the scaffold.
- d) Utilizing scaffolds in accordance with all applicable federal, state, local regulations, and manufacturer instructions.
- e) Utilizing the appropriate fall protection equipment.

Any documentation related to the safe use of scaffold shall be made available upon request. Scaffold erecting and dismantling operation must be performed in a safe manner; this includes following all required safe work methods such as (but not limited to) the use of fall protection when required, securing work area, proper tool and equipment tethering, etc.

Temporary Traffic Control

Subcontractor shall provide temporary traffic control anytime work must take place within 15' of a publicly traveled roadway/parking lot, unless behind a guard rail or sufficient barrier. All temporary traffic control shall be in compliance with applicable federal, state, local regulations, and manufacturer instructions.

Ladders

Subcontractor shall provide its own ladders, which must be in accordance with applicable federal, state, local regulations, and ANSI specification(s). All ladders must be in safe condition without broken or defective rungs, rails, and hardware. Appropriate ladders shall be used. Ladders shall be secured as required by regulation.

Ladder users shall be provided training in accordance with applicable federal, state, local regulations, and manufacturer instructions.

Loaned Equipment

Contractor requires the completion of a release of liability form for loaned equipment. Loaned equipment shall be used and accepted by Subcontractor at its sole risk and responsibility, with or without completion of a release of liability. There are no representations, warranties or conditions expressed or implied, statutory or otherwise made on the part of the Contractor, for fitness for purpose.

Lockout / Tag Out

Subcontractor shall implement a lockout/tag out program and system to de-energize, isolate, and secure hazardous energy sources before any worker could be exposed to danger from the inadvertent energization or start-up of machinery, equipment, circuits or systems. All LOTO programs shall comply with applicable federal, state, and local regulations.

Red Tag System

As required by Subcontractor's safety policy, manufacturer, and regulatory requirement, the Subcontractor shall implement a red tag process or other equally effective method to identify damaged or broken equipment. This equipment shall be secured in a manner to prevent use.

Personnel shall be trained on the red tag or other equally effective method to identify damaged or broken equipment, secure against use, and communicate the issue. Frayed or cut electrical cords, or cords with damaged plugs or missing ground plugs shall be immediately removed from service, rendered unusable, and removed from the site. Defective tools shall not be stored on site.

Respiratory Protection

It is the responsibility of the Subcontractor to determine if respiratory hazards exist. If the hazards require personnel to wear respiratory protection, Subcontractor shall develop and implement a comprehensive respiratory protection program for the affected personnel that, at minimum, complies with all requirements set forth by

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applicable federal, state, local regulations, and manufacturer instructions. Respiratory protection may include (but not limited to) measures required for silica, wildfire smoke, chemical hazards, and any hazard not provided that may require respirator use.

Excavation/Trench Operations

All soil on projects is considered Type ‘C’ unless classified another type by an engineer. A competent person must be onsite and inspect the excavation as required. Persons performing work or entering excavations must be properly trained. Suitable access/egress must be available per regulation.

Subcontractor shall comply with all present and subsequently enacted applicable federal, state, local regulations, manufacturer instructions, and any amendments, affecting Subcontractor’s scope of work.

Environmental Compliance

All subcontractors are required to comply with the any site environmental policies and procedures. This includes but is not limited to proper storage of chemicals on site, clean-up of small spills, proper disposal of spill debris, and following procedures to policies such as a project Storm Water Pollution Prevention Plan (SWPPS), etc.

Subcontractor shall, at Subcontractor’s own expense, comply with all present and subsequently enacted applicable federal, state, local regulations, and any amendments, affecting Subcontractor’s scope of work.

Wildfire Smoke Protection Program

Subcontractors must meet all applicable regulations relating to wildfire smoke. Subcontractor programs may include but are not limited applicable OSHA requirements, state specific regulations, and manufacturer instructions including but not limited to Cal/OSHA §5141.1 Protection from Wildfire Smoke (Including Appendix A & B to Section 5141.1), or federally mandated program.

Heat/Cold illness

Subcontractor shall comply with all present and subsequently enacted applicable federal, state, local regulations, and any amendments affecting Heat/Cold Illness Prevention Programs.

Pandemics/Epidemics

Subcontractors must adhere to current directives published by the California Public Health Department (CDPH), Centers for Disease Control (CDC), Cal/OSHA, local/county/state agency, Client, and any other applicable regulation requirements regarding any pandemic concerns (such as COVID-19) in the workplace. Subcontractor programs may include but are not limited to training, adhering to sick employee procedures, physical distancing, hygiene, daily health assessments, stop work authority for unsafe conditions, advising supervision of policy concerns or violations, personal safety equipment for mandatory use, or any other applicable requirement needed to maintain compliance and needed for a safe operation.

Workplace Violence

Workplace violence includes but is not limited to any type of violence, threat, intimidation, assault, retaliation, harassment, interference, or other disruptive behavior in the workplace. Subcontractors are required to maintain a safe workplace. Subcontractors are to investigate and comply with project requirements for threats, incidents of actual violence, and suspicious individuals or activities. Violators may be removed from Contractor projects.

7.0 Liability Exposures

Throughout the course of contracted work, Subcontractor shall take due care to secure equipment, materials, tools, chemicals, and access to dangerous areas (whether on site or not). Special consideration must be given to site-specific public liability exposures (student/public access, children, crime/vandalism, etc.). Subcontractor shall be responsible for taking necessary actions to prevent harm to public, their personnel, and other trade personnel in the area.

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8.0 Policy Violators

Failure to adhere to applicable federal, state, local regulations, manufacturer instructions, insurance program safety standards, etc. shall be subject to appropriate disciplinary action.

9.0 Statement of Compliance

The Subcontractor, and any entity engaged by them, must:

- a) Comply with the Subcontractor’s Safety policy, and all applicable manufacturer, federal, state, and local regulation.
- b) When Subcontractor identifies a hazard that cannot be resolved immediately by their competent person, Subcontractor is expected to clearly identify the hazard and corrective action in writing to the Contractor. Subcontractor personnel and other site personnel shall not be exposed to hazards until resolved. Subcontractor’s competent person will verify correction.
- c) Notify Contractor, in writing, of all impossibility of compliance matters. Subcontractor must be able to prove that compliance with the applicable federal, state, local regulations and/or manufacturer instructions are functionally impossible or would preclude performance of required work and alternative means of employee protection is either unavailable or in use.
- d) Ensure any personnel of the Subcontractor carry out all services safely and comply with relevant federal, state, and local regulation.
- e) Ensure personnel of the Subcontractor are adequately trained on a continuous basis.
- f) Cooperate fully with Contractor, Client, insurance carriers, and other stakeholders all accident, incident, and near miss investigations.
- g) Contractor expects the Subcontractor to implement a system of enforcement for safety rules and safety programs. When Contractor identifies non-compliance, Contractor expects Subcontractor to utilize a system of enforcement (consistent and not limited to progressive discipline) and make appropriate documentation available upon request.

10.0 Reliability and Control

Contractor relies on Subcontractor and lower tiers for technical expertise and safety knowledge specific to their scope of work. Subcontractors and tiers substantiate the validity of all training, licenses, certifications, etc., and to affirm they are up to date as required by their safety policy, manufacturer requirements and all regulatory needs necessary for a safe operation.

11.0 Contractor & Subcontractor Administration

The Contractor’s responsibility for review and monitoring of the Subcontractor’s safety programs shall not extend to direct control over execution of the Subcontractor’s safety programs. It is agreed and understood that each individual Subcontractor shall remain controlling employer responsible for the safety programs and precautions applicable to its own work and the activities of others’ work in areas designated to be controlled by such Subcontractor. Subcontractor shall be fully responsible and liable to Contractor for any violations, failure to mitigate, citations, corrections, modifications, etc. at its sole cost.

12.0 Regulatory Reference

Subcontractors are required to comply with all regulatory requirements that apply to their operations. The reference list provided below is intended to provide subcontractors, vendors, and tiers guidance for compliance and does not detail all company, manufacturer, or regulatory requirements.

Access to work levels – [Aerial Devices](#); [Concrete Placement](#); [Construction Hoists](#); [Elevating Employees with Lift Trucks](#); [Elevators for Hoisting Workers](#); [Platform Equipment](#); [Ramps, Runways, Stairwells, Stairs](#); [Riding on Loads](#); [Stairways and Ladders](#)

Documents on site – [Certifications](#); [Fall Protection Plan](#); [Heat Illness Prevention Program](#); [IIPP](#); [Permits](#); [Respirator Program](#); [Safety Data Sheets](#)

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On Site Hazard Warnings and Postings – [Air Tank Permits](#); [Asbestos](#); [Automatic Start Compressor](#); [Cal/OSHA Poster](#); [Code of Safe Work Practices](#); [Confined Space](#); [Controlled Access Zones](#); [Emergency Numbers](#); [Employee Access to Exposure Records](#); [Forklift](#); [Tractor/Earthmoving Equipment Operating Rules](#); [High Voltage Warning](#); [Lasers](#); [Lead](#); [Powder-Actuated Tools](#)

Recordkeeping – [Employee Exposures](#); [Lockout/Blockout](#); [Log 300](#); [Training and Inspection](#)

Reports and Notifications – [Annual Permit](#); [Asbestos](#); [Blasting Accident](#); [Lead](#); [Regulated Carcinogens](#); [Serious Injury or Death](#)

Project, Annual and Operating Permit – [Compressor](#); [Excavation](#); [Project/Annual](#); [Scaffolding >36 ft.](#); [Tower Crane](#)

Certification – [Asbestos Consultant](#); [Crane Operators](#); [Cranes/Derricks > 3 tons](#)

Registration and Licensing – [Asbestos](#); [Blasting](#)

Aerial Devices and Elevating Work Platform – [Aerial Devices and Elevating Work Platforms](#)

Airborne Contaminants – [Construction](#); [General Industry](#)

Air Compressors – [Permit to Operate](#); [Portable Compressors](#)

Asbestos – [Exposures in Construction](#); [Notification](#)

Blasting (Abrasives/Sand) – [Ventilation and PPE Requirements](#)

Device Blasting (Explosives) – [Explosives](#)

Carcinogens – [Regulated Carcinogens](#)

Code of Safe Practices – [Code of Safe Practices](#); [Injury and Illness Prevention Program](#)

Competent Person – [Asbestos](#); [Bolting/Riveting](#); [Cadmium](#); [Confined Spaces](#); [Definition](#); [Excavation](#); [Fall Protection](#); [Silica](#); [Slab Tilt-Up](#)

Concrete Construction – [Forms, Falsework, Vertical Shoring](#); [Impalement Protection](#); [Masonry](#); [Placement](#); [Post Tensioning](#); [Tilt-Up](#)

Confined Spaces – [Construction Permit Confined Spaces](#); [Other Confined Space Operations](#)

Corrosive Liquids – [Eyewash](#); [Hazcom](#); [PPE](#)

[Cranes – Cranes and Derricks](#); [General Mechanical and Electrical Provisions](#); [Side Boom](#)

[Demolition – Demolition](#)

Electrical – [High Voltage](#); [Low Voltage \(<=600V\)](#)

[Elevators, Lifts, and Hoists – Access and Egress](#); [Hoists](#)

[Emergency Medical Services – Blood Borne Pathogen Education and Protection](#); [Emergency Medical Services](#); [High Voltage Electrical](#); [Low Voltage Electrical](#)

[Engine Exhaust Emissions – Exhaust Emission Control](#); [Internal Combustion Engines](#)

[Erection and Construction – Erection and Construction](#); [Floors, Walls, and Structural Steel Framed Buildings](#)

[Ergonomics in Construction – Repetitive Motion Injuries](#)

[Excavation, Trenches, and Earthwork – General Requirements](#); [Permit](#); [Protective Systems](#)

[Explosion Hazards – Combustible Dusts](#); [Electrical](#); [Flammable Vapors](#)

[Fall Protection – Boatswains' Chairs](#); [Catch and Scaffold Platforms](#); [Controlled Access Zones](#); [Eave Barriers](#); [Fall Protection Plan](#); [Float Scaffolds](#); [Needle-Beam Scaffolds](#); [New Production Residential Construction](#); [Personal Fall Arrest, Restraint Systems and Positioning Devices](#); [Railings and Toeboards](#); [Roof Hazards](#); [Roof Jack Systems](#); [Safety Nets](#); [Skylights](#); [Structured Steel Erection](#); [Structured Wood Framing Systems](#); [Suspended Scaffolds](#)

[Fire Protection and Prevention – Fire Protection and Prevention](#); [Portable Extinguisher Training](#)

[First-Aid – Blood Borne Pathogen Education and Protection](#); [First-Aid Kit and Training](#)

[Flaggers – Traffic Control](#)

[Flammable and Combustible Liquids – Containers](#); [Use of Flammable Liquids](#)

[Forklifts – Industrial Trucks, Tractors, Haulage Vehicles and Earthmoving Equipment](#)

[Forms, Falsework, and Vertical Shoring – Forms, Falsework, Vertical Shoring](#)

[Guardrails – Design, Construction, Toeboards](#); [Elevator Shafts](#); [Floor, Roof, Wall Openings](#); [Metal Scaffolds](#); [Skylights](#)

[Hazard Communication Program\) – Hazard Communication](#); [Hazardous Liquids](#)

[Heat Illness – Outdoor Places of Employment](#)

[Heavy Construction Equipment – Flaggers](#); [General Requirements](#); [Haulage and Earthmoving](#); [Industrial Trucks](#); [Lockout/Blockout](#); [Operating Rules](#); [Repair](#); [Traffic](#)

[Hot Pipes and Surfaces – Contact](#); [Leaks](#)

[Housekeeping/Site Cleaning – Housekeeping](#); [Piling Material](#)

[Injury and Illness Prevention Program – Construction](#); [General Industry](#)

Attachment “E”

Subcontractor Safety Standards

Enter Project Name

[Injuries and Illnesses Reporting and Recording – Occupational Injury and Illness Reports and Records](#)

[Ladders – Access; Ladders; Outdoor Advertising Structures; Removal; Stairways and Ladders; Window Washing](#)

[Laser Equipment – Operation; PPE](#)

Lead – [General Requirements; Notification](#)

Lighting – [General Requirements](#)

[Lock-out/Block-out Procedures – Cleaning, Repairing, Servicing, Setting-Up Machines; Electrical; Haulage/Earthmoving Equipment; Tags](#)

Machine Guarding – [Moving Parts; Point of Operation](#)

[Multi-Employer Worksites – Citable Employers and Applicability of Defense](#)

Noise – [Exposure Limits for Noise](#)

[Personal Protective Equipment – Body Protection; Electrical; Floatation; General PPE; Hazardous Liquids; Noise; Respirator](#)

[Pile Driving – General Requirement](#)

[Pressurized Worksites – General Requirements](#)

[Qualified Person – Definition](#)

[Ramps and Runways – General Requirements; Guardrails](#)

[Respirators – Respiratory Protection](#)

[Roofing Operations – Fall Protection; General Requirements; Railings; Roof Openings, Skylights](#)

[Scaffolds – Fixed and Portable Ladders; General Requirements; Mobile Ladder Stands and Scaffolds;](#)

[Permit; Railings and Toeboards; Stairways and Handrails; Suspended Scaffolds; Various Types](#)

[Silica Dust – Concrete and Masonry; Silica in Construction](#)

[Stairways – Guardrails; Handrails and Landings; Stairways](#)

[Temporary Agencies – Citable Employers and Applicability of Defense](#)

[Toeboards – Railings and Toeboards](#)

[Toilets/Washing Facilities/Sanitation – Toilets; Washing Facilities; Water Supply](#)

[Tools and Equipment – Airless Spray; Concrete and Masonry; Dead-Man Switch; Grounding; Guarding Moving Parts; Guarding Point of Operation; Hazardous Locations; Instruction; Miscellaneous; Pipe-Threading; Pneumatic; Portable Power Hand Tools; Powder-Actuated](#)

[Traffic Control – Flaggers; Haulage and Earth Moving; Jobsite Vehicles; Traffic Control](#)

[Training and Tailgate Meetings – Injury and Illness Prevention Program; Safety Instructions](#)

[Tunnels and Tunneling – Tunnel Safety Orders](#)

[Welding, Cutting, and Other Hot Works – Arc Welding; Blanket/curtain/pad approval; Body Protection; Coated Metals; Fire Prevention; General Precautions; Hexavalent Chromium; Oxygen/Fuel Gases; PPE; SDS on metal, coating, flux, rod; Ventilation](#)

[Wood Preservation Chemicals – Arsenic; Exposure Control; Hexavalent Chromium; PPE; Respirator](#)

[Work Over or Near Water – General Requirements; Precautions](#)