



12/4/2023

Welcome to Emerick's team of subcontractors and suppliers for this project! This section of your subcontract agreement deals with Safety and other compliance requirements, so please read through the documents carefully and note what you must submit back to us prior to beginning your work.

What is Included:

- Emerick's Safety Statement
- Emerick's Jobsite Safety Program Awareness Statement
- Emerick's Violence Prevention Program
- Emerick's Construction Temporary Power Program
- Emerick's Drug and Alcohol Policy
- Combination Safety Sign-Off Sheet that includes:
 - Your company's Chemical Inventory
You must submit on electronic media (CD) a Site-Specific list of the chemicals and hazardous materials you are bringing to this worksite, AND the SDS sheets that correspond with the list. The Sign-Off Sheet has a signature line certifying that this is a complete Site-Specific list and that you have provided the proper training to your employees to comply with Hazard Communication regulations.
 - Your company's commitment to Emerick's Construction Temporary Power Program
Where temporary power is provided, your company must comply with Emerick's policies regarding GFCI protection, flexible power cords, regular cord inspections, and all other OSHA requirements. There is a signature line certifying compliance with this policy. Make sure it is signed.
 - Your company's commitment to enforcing a Drug/Alcohol free workplace.
Your policy must be as stringent as Emerick's and demonstrably enforceable. Make sure this is signed.
 - *Where applicable*, if the site you are working on is under an NPDES permit for Storm water, you must certify compliance with the site storm water pollution prevention plan (SWPPP) and all requirements for site erosion and pollution control management.

What you must do:

- A corporate officer or managing partner of your company must sign ALL indicated lines on the Safety Sign-Off Sheet. This, along with the required information, must be submitted back to Emerick. All pay applications will be held until these documents are received.
- Make sure ALL of your employees are made aware of our Safety and Compliance policies. You should copy our Safety Statement, Jobsite Safety Awareness Statement, and Violence Prevention Program and Construction Temporary Power Program information and give each assigned employee a copy. We do not want this information returned to us.

Emerick Construction takes the matter of Workplace Safety as seriously as any Quality Control specification and will take whatever steps are necessary to assure as safe a site as reasonably possible for all persons. We DO NOT supply you or your employees with safety equipment, nor do we instruct or direct your employees in the means and methods of safe work techniques. If it is found that your employees are non-compliant with safety policies as written in State or Federal regulations, or Emerick's published policies, work will be stopped until the correction is made.

Emerick Construction views all projects as an opportunity to team up with qualified subcontractors to put the highest quality product in the hands of the owner. You have been selected, in part, due to your commitment to employee safety and well-being, your management expertise, and past record of employee safety. If you need any assistance in developing or improving your safety program, please feel free to call me at (503) 777-5531.

Thank you for your cooperation. Please contact me at (503) 777-5531 if you have any questions.

Sincerely



Corey Lohman, LEED AP
President

Enclosures

TEL 503.777.5531 / FAX 503.771.2933 / www.emerick.com / CCB #10723
7855 SW MOHAWK STREET TUALATIN, OR 97062

DO NOT RETURN THIS PAGE

13-08-07 S&C



* SAFETY STATEMENT *

In our efforts to create a safe working environment for all the people on our project site, we make the following Safety Statement:

“Imminent, Serious, or Willful” violations of the OR-OSHA or WISHA code, will not be tolerated.

Any such violation will invoke immediate and decisive action on the part of any Emerick Supervisor to correct the hazard.

In the event that an “Imminent or Serious” violation is recognized by an Emerick Supervisor, all work in the immediate area will be stopped. This shall include all work activity by any and all trades working in the surrounding area until the violation and hazard has been eliminated and the individuals involved advised.

Should a previously advised individual again create the same or similar “Imminent or Serious” violation, Emerick supervision will again stop all work activity in the surrounding area until the violation and hazard has been eliminated. This infraction will be considered a “Willful” violation - the individual will be removed from the project site.

The above statement covers everyone on our project site. All workers, supervisors, delivery people, owner’s subcontractors, owner’s employees, inspectors, Architects, Engineers, etc.

Definitions as defined by OSHA:

Chapter 437 Division 1
437-001-0015 (35)

Imminent Danger - A condition, practice or act which exists in any place of employment and could reasonably be expected to cause death or serious physical harm immediately or before the imminence of such danger can be eliminated through the enforcement procedures otherwise provided by the Act.

Chapter 437 Division 1
437-001-0015 (54)(a)(A)

Serious Violation - A violation in which there is a substantial probability that death or serious physical harm could result from a condition which exists, or from one or more practices, means, methods, operations or processes which have been adopted or are in use in a place of employment unless the employer did not, and could not with the exercise of reasonable diligence, know of the presence of the violation.

Chapter 437 Division 1
437-001-0015 (54)(b)(A)

Willful Violation - A violation that is committed knowingly by an employer or supervisory employee who, having a free will or choice, intentionally or knowingly disobeys or recklessly disregards the requirements of a statute, regulation, rule, standard or order.



Job Site Safety Program Awareness Statement

SAFETY – It's Everyone's Job

It is the policy of Emerick Construction Company to monitor the safety and health of all workers on our job sites. Injuries and property loss from accidents are needless, costly and preventable. Emerick Construction Company has established a safety and health program adapted to fundamental safety concepts that will help us prevent injury and loss. Our objective is to produce a quality project, in a productive and safe manner. **Unsafe workers and unsafe work habits will not be tolerated on this project.** Our safety policy is designed to change with the industry and be customized as needed for each project site. If you have a recommendation, have noted an unsafe condition, or have a complaint, you are requested to contact our onsite supervisor.

Management: All levels of Emerick's Management team take safety seriously. Management provides direction and support of all safety procedures, job training and hazard elimination practices. We strive to keep fully informed on health and safety areas throughout the company and constantly review the effectiveness of our safety and health program.

Supervisors: Emerick Construction Company supervisors are directly responsible and accountable for job site safety. This includes preplanning each work activity with the use of a "Job Safety Analysis" to ensure proper procedures; work practices and safety methods are part of completing the task. Emerick supervisors will enforce the company safety policy and take immediate corrective action to eliminate hazardous conditions.

We take the safety of all workers on the job site very seriously. Bi-Weekly Safety Inspections will be conducted in order to monitor each projects safety program. Reports will be written and distributed to all Emerick supervisors and subcontractor supervisors for immediate corrective action.

Remember:

Each worker has a personal responsibility for their own safety as well as the safety of co-workers. Safety is a part of our culture at Emerick Construction Company. If everyone does their part by doing what is necessary to ensure workplace safety, we all benefit. No job is so important that we cannot take time to do it in a safe manner.



Emerick Construction Company Workplace Violence Prevention Program

Emerick Construction is committed to preventing workplace violence and maintaining a safe work environment. Emerick Construction has adopted the following guidelines to deal with intimidation, harassment, hostile threats or actual violence that may occur during business hours or on facilities under Company control.

All employees of the Company, as well as others associated with a project (subcontractors, inspectors, owners, and the general public) should be treated with courtesy and respect at all times. Employees are expected to refrain from fighting, horseplay, or other conduct that may be dangerous to themselves and others. Weapons are strictly prohibited from being on company facilities, project sites, or in company owned vehicles or equipment. This prohibition includes personal private vehicles brought onto project locations.

Conduct that threatens, intimidates, or coerces another employee, a customer, or a member of the public at any time, including off duty periods will not be tolerated. This prohibition includes all acts of harassment; including harassment that is based on an individual's sex, race, age, or any characteristic protected by Federal, State, and local law.

Any and all acts or threats of violence, both direct and indirect, should be reported as soon as possible to your immediate supervisor or any other member of management. This includes threats by employees, as well as threats by customers, vendors, subcontractors, or other members of the public. When reporting a threat of violence, you should be as specific and detailed as possible to a supervisor.

Emerick Construction will promptly and thoroughly investigate all reported acts or threats of violence and of suspicious individuals or activities. The identity of the individual making a report will be protected as much as practical. In order to maintain workplace safety and the integrity of its investigation, Emerick construction may suspend employees, with or without pay, pending completion of the investigation. Anyone determined to be responsible for acts or threats of violence or other conduct that is in violation of these guidelines will be subject to prompt disciplinary action up to and including termination of employment. Any unlawful behavior will be immediately reported to the appropriate authorities.

Emerick Construction encourages employees to bring their disputes or differences with other employees to the attention of their supervisor or management of Emerick Construction before the situation escalates into potential violence. Emerick Construction is eager to assist in the resolution of employee disputes and will not discipline employees for raising such concerns.



Construction Temporary Power Program

We have established and implemented a construction temporary power program on our construction sites covering all cord sets, receptacles which are not a part of the permanent wiring of the building or structure, and equipment connected by cord and plug which are available for use or used by our employees.

1. Each cord set, attachment cap, plug and receptacle of cords sets, and any equipment connected by cord and plug, except cord sets and receptacles which are fixed and not exposed to damage shall be visually inspected before each day's use for external defects, such as deformed or missing pins or insulation damage, and for indication of possible internal damage. Equipment found damaged or defective may not be used until repaired.
2. The following tests shall be performed on all cord sets, receptacles that are not a part of the permanent wiring of the building or structure, and cord and plug-connected equipment required to be grounded:
 - a. All equipment grounding conductors shall be tested for continuity and shall be electrically continuous; and
 - b. Each receptacle and attachment cap or plug shall be tested for correct attachment of the equipment-grounding conductor. The equipment-grounding conductor shall be connected to its proper terminal.
3. All required tests shall be performed:
 - a. Before first use;
 - b. Before equipment is returned to service following any repairs;
 - c. Before equipment is used after any incident which can be reasonably suspected to have caused damage (for example, when a cord set is run over); and
 - d. At intervals not to exceed 3 months, except that cord sets and receptacles which are fixed and not exposed to damage shall be tested at intervals not exceeding 6 months.
4. Tests performed as required in this paragraph shall be recorded. This test record shall:
 - a. Each cord set will be color coded with a color tape on the cord near the **male end** of the cord as follows:

White . . . January through March
Green April through June
Red July through September
Orange. October through December

These will be posted on our jobsites showing the appropriate color for each quarter.
5. The tests of each receptacle and attachment cap or plug will be done on each construction job the first day of each quarter. This firm will start testing and marking each receptacle and attachment cap or plug on the 20th day of the last month in each quarter for the new quarter.
6. A copy of the description of our program is available on each jobsite and in our main office for inspection by the Department of Insurance and Finance and any affected employee.



PROJECT DRUG AND ALCOHOL POLICY

I. POLICY STATEMENT

Emerick Construction is committed to establishing and maintaining a safe and productive working environment by insisting on the elimination of the presence and use of drugs and alcohol at its workplaces. The goals are to protect the health and safety of all employees, other workers and visitors to our facilities and project sites, to promote the highest level of productivity at our workplaces, and to minimize the potential liability of the Company.

Consistent with these goals, Emerick Construction prohibits the use, possession, distribution or sale of drugs, drug paraphernalia or alcohol at all Company facilities or workplaces.

II. POLICY ADMINISTRATION

A. PROHIBITED SUBSTANCES

A drug is defined as any substance which may impair mental or motor function including but not limited to illegal drugs, controlled substances, medical marijuana, designer drugs, synthetic drugs, "look alike" (simulated) drugs and prescription drugs, without a valid prescription. Alcohol is defined as any beverage or substance containing alcohol. This is not to be considered a complete list of prohibited substances for this policy.

B. EMERICK CONSTRUCTION EMPLOYEES

1. Employees that are party to a union labor agreement Drug & Alcohol testing program
 - i. These employees will be held accountable to the most current version of the Construction Industry Drug-Free Workplace Program developed by AGC (Associated General Contractors), the GCCA (General & Concrete Contractors Association), Cement Masons, Carpenters and Laborers and administered by the Masonry Industry Trust Administration.
2. Employees that are NOT party to a union labor agreement Drug & Alcohol testing program
 - i. These employees will be held accountable to the Emerick Drug & Alcohol Program that is modeled after the Construction Industry Drug-Free Workplace Program and tests for the same levels that DOT (Department of Transportation) tests drivers for including alcohol.

C. SUBCONTRACTORS

1. All subcontractors are required to follow a Drug & Alcohol Program that is equivalent to or more stringent than Emerick Construction's Policy. If the subcontractor's policy does not meet this criterion, the subcontractor must immediately correct and/or update their program before the subcontractors employees start work on our projects. Emerick Construction will help the subcontractor with modifications to their policy and testing procedures.
2. The prohibition of the use, possession, distribution or sale of drugs, drug paraphernalia or alcohol at all Company facilities or workplaces extends to all subcontractors, at all tiers, and their employees. The prohibited substances are listed in section II.A of this Exhibit.
3. Every subcontractor will be required to certify that its employees who work on an Emerick project have been tested for drugs and alcohol with negative results, within the prior six (6) months. Every subcontractor shall require its employees to consent to immediate testing in the following circumstances:
 - in the event of an injury requiring medical care, damage to property or in a near miss situation that could have resulted in injury or damage;
 - upon reasonable suspicion
 - as part of a job site mass screening.

D. CONFIDENTIALITY

ALL ACTIONS AND COMMUNICATIONS ASSOCIATED WITH THIS POLICY SHALL BE CONFIDENTIAL.

E. DISCIPLINARY ACTION

Positive test results shall result in disciplinary action that requires immediate removal from the jobsite.

III. AMENDMENTS TO POLICY

Amendments to this Policy may be issued to comply with specific project owner requirements, state and local laws or federal contracting requirements.



SAFETY & COMPLIANCE SIGN-OFF SHEET

Instructions: Where indicated, the signature of a corporate officer, managing partner, or other legal agent of your company is required. This sheet, along with any required electronic media files, must be returned to Emerick Construction Company prior to beginning work on this project.

COMPANY NAME: _____ JOB: ____ - _____

I. I have received Emerick’s Jobsite Safety Awareness Statement, Emerick’s Safety Statement, and Emerick’s Workplace Violence Prevention Program. I agree to make all employees assigned to this job aware of these policies and will enforce them. I understand that Emerick reserves the right to revoke any employee’s implied permission to be on site for reasonable suspicion of violation of this policy,

By: _____ Title* _____

Print Name: _____ Date: _____

II. Included with this Sign-Off Sheet, on electronic media, is our company’s Site-Specific List of Chemicals that will be brought to this jobsite and the corresponding SDS. I certify that this is a complete list and that our employees have all been trained in their use, hazards of exposure, and protective methods.

By: _____ Title* _____

Print Name: _____ Date: _____

III. Drug and Alcohol Policy. I certify that we have a demonstrably enforceable Drug and Alcohol Policy including strict prohibition of the use, possession, distribution or sale of drugs, drug paraphernalia, or alcohol at any company facility or jobsite. Further, I certify that we have incorporated a drug testing program that requires testing of employees every six month or for cause. I also understand that Emerick reserves the right to revoke any employee’s implied permission to be on site for reasonable suspicion of violation of this policy.

By: _____ Title* _____

Print Name: _____ Date: _____

Continued Next Page



SAFETY & COMPLIANCE SIGN-OFF SHEET

Instructions: Where indicated, the signature of a corporate officer, managing partner, or other legal agent of your company is required. This sheet, along with any required electronic media files, must be returned to Emerick Construction Company prior to beginning work on this project.

COMPANY NAME: _____ JOB: ____ - _____

Continued From Previous Page

- IV. Construction Temporary Power Program. I certify that we will abide by and enforce this program as outlined in Emerick's policies. This includes frequent inspections of power cords and testing as required by OSHA. I understand that Emerick has the right to remove any power cords, equipment, or circuit protectors that violate this program.

By: _____ Title* _____

Print Name: _____ Date: _____

- V. NPDES Storm water / Erosion Control. If this site is permitted under NPDES, I certify that we will abide by all provisions of the Storm water Pollution Prevention Plan (SWPPP) and that significant penalties will be imposed if they are violated.

By: _____ Title* _____

Print Name: _____ Date: _____

For Emerick Construction company Use:

Received: _____

E-Media Included