

Section 2 Brieser Construction SH&E Manual

November 4

2013

Brieser Construction Company is committed to providing our employees with a safe and healthy work environment. All employees play an essential role in the success of our company and we consider them to be part of the Brieser Company family. Safety is a core value that shapes our behavior. It is an essential consideration in all business decisions and is a requirement in the performance of all job tasks

Safety & Health Policy

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BRIESER CONSTRUCTION COMPANY SAFETY AND HEALTH POLICY

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COMPANY PURPOSE

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| We Build to Last |
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COMPANY VALUES

We, at the Brieser Construction Company, have a great respect for life.

We will maintain and preserve a high quality of life through *honesty, integrity, hard work, trust*, and consistent *dependability and reliability*.

We are committed to achieving *excellence* in our endeavors and treating all people with *dignity and respect*.

We consider these values to be of paramount importance in both our *personal and business* conduct.

We encourage people to grow as individuals to their full potential and we praise their contribution to the *safety practices, growth and profitability* of our Company.

MISSION STATEMENT

The Mission of the Brieser Construction Company is to continually:

Satisfy our customer's needs through superior construction management and technical practices;

Actively improve the safety of our workplace

Focus on the quality and integrity of all our industrial and commercial projects; and

Embrace sound business practices to deliver a fair return on our investment.

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Our Company always expects and accepts positive ideas, encourages constructive suggestions and stimulates teamwork to enhance the development of our employees, improve our safety procedures, and business and technical practices.

We strive to continually improve on a safe work environment that fosters teamwork, dependability, responsibility, accountability and creativity. We maintain open communication channels that allow us to remain flexible to meet our customers' needs and get the job done. We base our Company's professional and technical achievements on the expertise of our associates to reinforce our safety record, good reputation and recognition for more than 35 years of successful achievements in the marketplace.

The Brieser Construction Company recognizes the important contribution of its employees to its safety practices, business success and growth through fair compensation, benefits and a program of performance-related incentives and rewards. We expect each one of our dedicated professionals to execute their duties in such a manner that will always meet, and preferably exceed, our clients' expectations and needs.

The Company seeks for its owners a fair return on their investment that is consistent and compatible with the risks taken and the capital invested in the business.

Lexi Southall, President

Date

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Employee Notification of VPP Participation & Rights Under OSHA and VPP

The management team at Brieser Construction Company has maintained a long term commitment to providing our employees with a safe and healthy work environment. Our goal is to provide the employee training, supervision, tools and management support needed to assure that our employees end each workday safely and arrive home safe and healthy to their families.

Brieser Construction Company has achieved OSHA VPP for Construction recognition. To continuously improve our safety program, we have established specific safety program goals in order to persevere this approval. We will strive to meet and exceed the five major elements that comprise OSHA VPP.

Major Elements - An effective occupational safety and health program will include the following five elements.

1. **Management Commitment** and employee involvement are complementary. Management commitment provides the motivating force and the resources for organizing and controlling activities within an organization. In an effective program, management regards workers safety and health as a fundamental value of the organization and applies its commitment to safety and health protection with as much vigor as to other organizational purposes.
2. **Employee Involvement** provides the means through which workers develop and/or express their own commitment to safety and health protection, for themselves and for their fellow workers.
3. **Worksite Analysis** involves a variety of worksite examinations, to identify not only existing hazards but also conditions and operations in which changes might occur to create hazards. Unawareness of a hazard which stems from failure to examine the worksite is a sure sign that safety and health policies and/or practices are ineffective. Effective management actively analyzes the work and worksite, to anticipate and prevent harmful occurrences.

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4. **Hazard Prevention and Controls** are triggered by a determination that a hazard or potential hazard exists. Where feasible, hazards are prevented by effective design of the jobsite or job. Where it is not feasible to eliminate them, they are controlled to prevent unsafe and unhealthful exposure. Elimination or controls is accomplished in a timely manner, once a hazard or potential hazard is recognized.
5. **Safety and Health Training** addresses the safety and health responsibilities of all personnel concerned with the site, whether salaried or hourly. It is often most effective when incorporated into other training about performance requirements and job practices. Its complexity depends on the size and complexity of the worksite, and the nature of the hazards and potential hazards at the site.

OSHA's Voluntary Protection Program (VPP) recognizes workplaces with excellent safety and health management systems and promotes them as model workplaces. A VPP company must have in place an effective safety and health management system that meets rigorous performance-based criteria. In addition, all relevant OSHA standards must be met. OSHA verifies qualifications through a comprehensive onsite review process.

Achieving VPP demonstrates to our employees, industry, customers and community that Brieser Construction Company is a leader in safety and health. We believe that a voluntary, cooperative and proactive safety and health partnership of management, employees and OSHA benefits all parties.

An essential component in the VPP process is the demonstrated involvement and support of all employees. Our Safety and Health Committee members will be asked to participate in the VPP process. I am requesting the support of all employees in our mission to continually improve our safety processes and maintain our VPP for construction designation.

Another important component of VPP is to assure that all employees are informed of their rights under OSHA and VPP. I encourage you to bring any condition that you feel is unsafe or unhealthy to the attention of your supervisor in an attempt to correct it. If this fails to provide a satisfactory correction, I encourage you to

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contact me to discuss your concern. If you still believe an unsafe or unhealthy condition exists and it is not being satisfactorily addressed, you have the right to register a complaint with OSHA. The OSHA standard provides you specific protection from retaliatory discipline for exercising this right. You may also review and/or obtain reports of safety and health inspections and accident investigations upon request. The company reserves the right to protect the personal privacy of all employees with regards to accident investigations and may edit portions of reports to assure this privacy protection.

As stated in our *Safety and Health Policy*, we consider safety to be a core value that shapes our behavior. Safety is an essential consideration in all business decisions and is a requirement in the performance of all job tasks. Our goal is to work each day with *Zero Accidents, Occupational Illnesses and Injuries* assuring that our employees will **return home safe and healthy to their families.**

Thank you for your support of our safety program and for practicing safety in all of your activities both on and off the job.

Lexi Southall, President

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Brieser Construction Company

The Brieser Construction Safety & Health Policy will be communicated as follows:

- The Safety & Health Policy will be reviewed and provided to all employees during orientation.
- The Safety & Health Policy will be prominently displayed at Brieser Construction Company locations and job sites.
- The Safety & Health Policy will be re-introduced to all employees by means of email two times per year.