

This is a standard form for your reference only. Please refer to the specific subcontract provided for your project.

EXHIBIT D

CONTRACTOR'S STANDARD ACCIDENT PREVENTION PROGRAM FOR SUBCONTRACTORS

THIS PROGRAM IS MADE AVAILABLE TO YOU IN ACCORDANCE WITH THE SAFETY CLAUSE OF YOUR SUBCONTRACT. ALL OR PARTS OF THE CONTENTS OF THIS PROGRAM WILL APPLY TO YOUR WORK DEPENDING ON THE NATURE OF YOUR WORK AND THE SEQUENCE OF YOUR WORK. SUBCONTRACTOR IS RESPONSIBLE FOR ALL OF THE FOLLOWING AS WELL AS ADDITIONAL SAFETY RULES AND REGULATIONS NOTED IN THE SUBCONTRACT, INCLUDING WITHOUT LIMITATION, PROJECT RULES IN EFFECT FROM TIME TO TIME, AND CONTRACTOR'S PROJECT SAFETY MANUAL.

1. ACCIDENT PREVENTION RESPONSIBILITY

- 1.1. Full authority for enforcement of the Standard Accident Prevention Program shall be vested in the general contractor's superintendent in charge. Subcontractors will be responsible for full enforcement and compliance with the program and any specific jobsite safety requirements required by the general contractor's superintendent.

2. ADVANCE ANALYSIS

- 2.1. Before starting work on any job, the subcontractor shall make a complete analysis of the plans and specifications in order to determine the exposure to accidents, which may develop on the jobsite. With this information, the subcontractor will be able to make plans to control all exposures before contributing to an accident or loss.

3. SAFETY INSTRUCTIONS WITH WORK ASSIGNMENTS

- 3.1. Any subcontractors employee of whatever supervisory level upon assigning work to any man or group of men will in each instance give sufficient caution with the assignment to adequately provide safety in the operation. This same principle will apply when changing personnel from one work area to another. Hazardous chemicals will be discussed with guidelines on use and protective equipment required.

4. SAFETY MEETINGS

- 4.1. All subcontractors shall attend periodic supervisory safety meetings held by the general contractor's superintendent or his designated representative. (at least monthly)
- 4.2. Each subcontractor's foreman shall hold weekly "tool box" safety meetings with their own personnel to encourage employees' interest in safety and to give specific safety instructions relative to existing or expected hazards. Notes and minutes of these meetings shall be recorded, with 'sign-in' sheets and submitted to the general contractor's superintendent and main office.

5. CPR / 1st AID / BLOODBORNE PATHOGENS

- 5.1. Adequate first aid supplies shall be maintained by the subcontractor. These should be stored in a special kit or box. Treatments shall be administered by someone who has completed a CPR / 1st Aid / BBP training course, appointed by the subcontractor.

6. ACCIDENT INVESTIGATION AND REPORTING

- 6.1. All accidents shall be investigated by the subcontractor and reviewed by the general contractor's superintendent.
- 6.2. The subcontractor will prepare a written report on all accidents to be turned in to the superintendent within 24 hours. Report forms shall be provided by the subcontractor or the general contractor's superintendent. A copy of this report will be forwarded to the general contractor's main office. In all cases other than first aid, the form provided by the state shall be completed. The copy retained at the jobsite shall note the action taken to prevent a recurrence. The general contractor's superintendent is to be furnished copies.

7. PROTECTIVE EQUIPMENT (PPE)

- 7.1. The protective equipment to be furnished by the subcontractor to his employees shall be determined by the advance analysis of the job and by conditions that occur as the work progresses. However, on all jobs the following protective equipment shall be the minimum:
- 7.2. Eye protection is required for all individuals in active construction areas at all times. Safety goggles or face shields shall be issued to employees who are engaged in chipping, grinding, or performing any operations where they are exposed to eye hazards. Eye Protection must bear the "Z87" stamp;
- 7.3. Welders' hoods and face shields must be worn only by attaching them to hard hats;
- 7.4. Hard hats are to be worn throughout the jobsite, at all times, start to finish of job;
- 7.5. The subcontractor shall require his employees to wear work shoes in good condition;
- 7.6. Life preservers shall be provided and shall be worn by all employees wherever working over water;
- 7.7. The subcontractor is responsible for enforcing the use of PPE worn by its employees; and
- 7.8. Hearing protection shall be worn when work involves or is near abnormal noise levels.
- 7.9. High visibility clothing shall be worn by all individuals in active construction areas at all times.
- 7.10. Work appropriate gloves to be worn at all times when working around or using sharp objects or performing demolition.

THE FOLLOWING PROGRAM ITEMS ARE NOTED AND LISTED FOR SPECIAL EMPHASIS SINCE THEY USUALLY CREATE THE MOST HAZARDOUS CONDITIONS AND ARE MOST LIKELY TO BE CITED BY OSHA.

8. HOUSEKEEPING

- 8.1. Plastic bottles, scraps, paper cups and similar rubbish shall be placed by subcontractor's employees in trash containers for that purpose. No glass containers onsite.
- 8.2. Rubbish, debris and waste materials shall be removed from the work area daily by subcontractor's employees. Form and scrap lumber with protruding nails shall be kept clear from all work areas.
- 8.3. Stairways, ladders, ramps, platforms, walkways and work areas shall be kept clear and clean of loose material and trash by subcontractor's employees.
- 8.4. All material, equipment, etc. must be kept back from the outer edge of a building a minimum of ten feet (10'-0") at building perimeter and a minimum of six feet (6'-0") at interior floor openings.
- 8.5. No smoking onsite except in designated areas (to be determined by job team but never in enclosed spaces or around combustibles).

9. SCAFFOLDS

- 9.1. All scaffolding shall be erected by a competent person. All scaffolding shall be thoroughly checked by the subcontractor's competent person before and after erection and at least daily while in use. All scaffolding must conform to OSHA standards.
- 9.2. All scaffolding over ten feet (10'-0") in height shall be equipped with guard rails and toeboards. Guard rails must support a 200-pound thrust.
- 9.3. All scaffolding, other than suspended scaffolding, shall be erected on firm level foundations and shall be braced or guyed to the structure.
- 9.4. Planking shall have at least twelve inches (12") of overlap and extend six inches (6") beyond center of support or be cleated at both ends to prevent sliding off supports. Planking shall be 2 x 10 nominal lumber or greater.
- 9.5. Access ladders permanently secured shall be provided on all scaffolding.
- 9.6. All scaffolding shall have proper access.
- 9.7. Do not ride rolling scaffolds, and remove all material from the platform before moving the scaffold.
- 9.8. Workers on a swinging scaffold shall be tied off to the building with a full body harness with an independent life line and guardrails. There shall be a safety life line for each person.

10. LADDERS

- 10.1. All ladders shall be inspected at least weekly. Broken and or damaged ladders shall be removed from service immediately and destroyed. All ladders must conform to OSHA standards.
- 10.2. All straight ladders shall be set on firm level foundations at a four (4) to one (1) pitch, have clear access at top and bottom, extend the landing a minimum of thirty-six inches (36") and be secured against movement while in use. All ladders shall be secured top and bottom. Safety feet will be used on all straight ladders.
- 10.3. Portable metal ladders shall not be used for electrical work or where they might contact electrical conductors.
- 10.4. Single portable ladders over twenty-four feet (24'-0") in length shall not be used.
- 10.5. A double-gang ladder or two (2) single-gang ladders must be available when twenty-five (25) or more workers must access each elevated working surface above ground level.
- 10.6. A Frame ladders taller than 12 feet are not permitted onsite, and A Frame ladders made of wood, aluminum, or other conductive materials are not permitted onsite.

11. FLOOR OPENINGS AND STAIRWAYS

- 11.1. At all unprotected floor openings and stairways, provisions shall be made by the general contractor for barriers and toe boards. These shall remain in place until the openings have been closed or permanent stairs installed. When subcontractors must remove such barriers in the performance of their work, they are responsible for replacing barriers so as to provide maximum protection at all times.
- 11.2. Never, under any circumstance, cover a floor opening with a piece of plywood, sheetrock, or other unsuitable material. All floor coverings must support a minimum of 500 lbs. or twice their intended load; whichever is greater. All floor openings must be marked with the word "Hole" or "Cover" and fully secured.

12. FIRE PROTECTION

- 12.1. Gasoline or other flammable liquids shall be stored in UL approved safety containers and properly labeled. No plastic gas cans are allowed on the jobsite.
- 12.2. Approved heating devices, stove pipes, etc. shall be properly insulated to prevent setting fire to adjacent structures.
- 12.3. Fire extinguishers shall be selected by the subcontractor on the basis of type of fire anticipated. Extinguishers, fire barrels, sand pails, hose lines, etc. shall be located where they are readily accessible and easily visible.
- 12.4. Do not smoke or use an open flame, exposed heating element or any other sources of ignition in areas or rooms where spray painting is done.
- 12.5. A fire extinguisher shall be adjacent to all stairwells and within reasonable of travel distance at all times.
- 12.6. Consult Contractor's Project Safety Manual for special fire protection standards, including without limitation, hot work permits, fire watch requirements, and restrictions on flammable material storage.

13. POWER TOOLS

- 13.1. Provisions shall be made on each jobsite for the grounding of all fixed and portable electrical tools and equipment.
- 13.2. It shall be the responsibility of the subcontractor to ascertain that all power saws and grinders in use are provided with the proper guards.
- 13.3. Power saws shall be operated only by authorized and qualified personnel.
- 13.4. All cords to be at a minimum 14-3 with heavy duty rating, no 16 gauge or flat cords
- 13.5. Where feasible and practical, cords should not be exposed to vehicular or heavy foot traffic, reasonable steps should be taken to elevate cords at least 7 feet from the ground in areas such as aisles, stairs, walkways, and other areas of heavy foot traffic
- 13.6. Faulty electrical cords shall be removed from service and destroyed immediately.

14. POWDER ACTUATED TOOLS

- 14.1. Low velocity pistol type tools with a pistol grip shall be used in all cases where applicable.
- 14.2. High velocity tools shall be used only for those applications where low velocity tools will not meet job requirements. When a high velocity tool is no longer required, it shall be removed from the jobsite.
- 14.3. Powder actuated tools shall be used, operated, repaired, serviced, and handled only by authorized personnel who have been trained and certified by the manufacturer and workers must carry the certified "card". Tools will be tested daily and all defects corrected before use.
- 14.4. Tools shall not be loaded until immediately before use. Loaded tools shall not be left unattended.

15. TRENCHES

- 15.1. The subcontractor shall have an "excavation competent person" onsite during excavation operations.
- 15.2. The sides of trenches five feet (5'-0") or more in depth entered by personnel shall be sloped 1½ :1 (depending upon soil type), shielded, or shored.
- 15.3. Ladders that extend at least three feet (3'-0") above the edge of the trench shall be located as to require no more than twenty-five feet (25'-0") lateral travel for rapid exit in case of emergency.
- 15.4. All equipment and spoils should be kept a minimum of two feet (2'-0") from the top of slope.

16. FALL PROTECTION

- 16.1. The subcontractor shall have a "fall protection competent person" onsite during operations, involving fall hazards.
- 16.2. Where employees are exposed to falling six feet (6'-0") or more from an unprotected side or edge, the employer must select and use a guardrail system, safety net system, or a personal fall arrest system to protect the worker from falls.
- 16.3. All employees exposed to any fall hazard, shall be trained in fall protection hazards.
- 16.4. A Fall Protection Policy or Fall Protection Plan (where applicable) shall be maintained on the jobsite.
- 16.5. Steel erectors shall follow OSHA guidelines.

17. JOBSITE SAFETY RULES

- 17.1. Access to this site is restricted to employees and those authorized by Contractor.
- 17.2. Use or possession of intoxicants, alcohol or drugs are strictly prohibited.
- 17.3. Hard hats shall be worn by all employees and visitors at all times.
- 17.4. Hard soled shoes are required. No tennis shoes, sneakers or open toed shoes are permitted except while on roofs with no foot injury hazards present.
- 17.5. Long pants and shirts with four inch (4") minimum sleeves are required at all times.
- 17.6. Eye protection, ear protection and respiratory protection devices will be worn when required.
- 17.7. Full body harness, shock-absorbing lanyards, or other fall protection measures will be utilized when working at unprotected heights.
- 17.8. No glass containers allowed onsite.
- 17.9. No radios, tape decks, or earphones allowed onsite.
- 17.10. Only authorized personnel are permitted to operate equipment or vehicles.
- 17.11. All machinery must have operable backup alarms at all times.
- 17.12. No riders on machinery or equipment. Seat belt use is required at all times. No riding in back of pick-up bed.
- 17.13. Be alert for chemical safety hazards on the jobsite

18. ADDITIONAL PROVISIONS APPLICABLE ON CCIP PROJECTS

Notwithstanding anything to the contrary, the following provisions shall apply if the Project is enrolled in a Contractor's Controlled Insurance Program ("CCIP").

- 18.1. Where employees are exposed to falling six feet (6'-0") or more from an unprotected side or edge (including, without limitation, steel erection activities, scaffold use/erection/dismantling, and roofing activities), the employer must select and use a guardrail system, safety net system, personal fall arrest system, or other fall protection to protect the worker from falls.
- 18.2. Subcontractor shall utilize a return to work program, as approved by Contractor, that shall include provisions to accommodate restricted duty for work-related injuries and illnesses.
- 18.3. Subcontractor hereby represents and warrants that: it utilizes pre-employment, reasonable suspicion, probable cause, and post accident drug testing for all of its employees; all employees performing work for it at the Project site will have been drug tested at some time by the undersigned subcontractor prior thereto; no employee performing work for it at the Project site will have at any time tested positive for a substance prohibited by law or under the undersigned subcontractor's drug testing program; and that it shall require the same of any of its permissible subcontractors performing work at the Project site.