



Environmental, Health, and Safety (EH&S) Policy Statement

Company Policy

It is the policy of Glover Construction/Contracting Co., Inc. to ensure a workplace that is safe, secure, healthy, and environmentally-conscience for all of its employees, subcontractors, suppliers, site and office visitors, as well as project owner representatives. Glover prides itself on a Safety Culture that is predicated on three key focus areas:

1. An effective accident and illness prevention program that involves all its employees in an effort to eliminate workplace hazards.
2. Ongoing company-wide safety training that is mandatory for all employees.
3. "See Something, Say Something", and the ability of all employees, subcontractors, suppliers, site and officer visitors, as well as project owner representatives to exercise stop-work authority.

Management

Management is accountable for "education" and preventing workplace incidents, injuries and illnesses while providing top-level support of safety program initiatives.

Management will:

- Consider all employee suggestions for achieving a safer, healthier workplace;
- Pursue continuing education and certification opportunities;
- Stay informed about new and/or changing workplace health and safety hazards;
- Educate itself on construction industry-specific focus topics, trends, and hazard-recognition techniques; and
- Regularly review the company's EH&S manual and training programs.

Supervision

Superintendents, Site Safety Officers, and Project Foreman (where applicable), are responsible for the overall daily supervision and enforcement of safe work practices.

Superintendents, Site Safety Officers, and Project Foreman:

- Must enforce all company and client-specific safety rules;
- Work to eliminate any and all unsafe and hazardous conditions;
- Report all near misses, accidents, or incidents to the company EH&S Director within the properly established timeframe; and
- Lead safety efforts by example.

Safety Committee

The Safety Committee is comprised of management, supervisory, and appointed employee representatives from each project site, office, and shop location.

The Safety Committee is responsible for:

- Reviewing near misses, injuries, accidents, and incidents to determine root-causes and develop lessons learned in order to prevent recurring events;
- Identifying hazards and unsafe work practices;
- Recommending health and safety improvements in the workplace; and
- Helping the company evaluate the injury, illness, accident and incident prevention program.

The Safety Committee, who is chaired by Glover Construction's EH&S Director, will meet on a monthly basis and maintain records that reflect committee member attendance, participation, and meeting minutes.

Employees

All employees are required, as part of their job duties and responsibilities, to participate in health and safety program activities and contribute to a safe and healthy workplace.

Employee are responsible, at a minimum, for the following health and safety activities:

- Report hazards, unsafe work practices, injuries, near misses, accidents or incidents immediately to their superintendent, site safety officer, project foreman or safety committee representative;
- Adhere to all regulatory, company, and client-specific safety policies and procedures;
- Wear all required personal protective equipment;
- Actively participate and engage in all company safety trainings and events; and
- Support safety committee reviews and recommendations.

Although we recognize that not all injuries, illnesses, or incidents are preventable, we believe that with proper safety training, hazard recognition, and ongoing reporting that 99.9% of all losses from incidents can be prevented. Any and all injuries, illnesses, or incidents are costly to the company, client and can significantly impact the overall project schedule. Because of this, Glover Construction/Contracting believes in two primary directives.

1. **“See Something, Say Something”** – *Employees are required to take the initiative to “Say Something” if they “See Something” unsafe in an effort to protect the overall health and safety of themselves, their peers, other individuals on-site, and the environment.*
2. **“Stop-Work Authority”** – *Every employee, subcontractor, supplier, site and office visitor, as well as project owner representatives have the obligation and authority to stop any work deemed to be unsafe to an individual, the overall project scope or task at hand, or the environment.*

This EH&S Policy Statement of Glover Construction Co., Inc. and Glover Contracting Co., Inc. has been reviewed by its owners and senior management team.

This EH&S Policy Statement will be reviewed, signed, republished, and posted across each office, shop and project location again by January 31 of the calendar year.