CREATIVE BUILDERS, INC.

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EXHIBIT G
SAFETY POLICY

This Safety Policy is an integral part of this Subcontract and is binding upon all parties engaged in work under this agreement. It reflects Creative Builders' commitment to maintaining a safe and healthy work environment for all personnel, subcontractors, visitors, and stakeholders.

All contractors and subcontractors are expected to understand and comply with the safety requirements and procedures established by Creative Builders. These include, but are not limited to, the safety rules listed below and the attached safety documents. Failure to comply may result in disciplinary action, including removal from the site or termination of this Subcontract.

It is the responsibility of each contractor and subcontractor to ensure that all personnel under their supervision are familiar with, and adhere to, these safety requirements at all times.

SITE GENERAL SAFETY RULES:

1) Hard hats and safety vests (or high visibility clothing) to be worn at all times
2) No shorts
3) No tennis shoes
4) PPE to be used as needed by job hazards. (i.e. safety glasses when using power actuated gun, gloves, face shield, etc.)
5) GFCI to be utilized at all times (including permanent and generator power)
6) No damaged electrical extension cords or cords without grounding pins are allowed
7) 100% fall protection at 6 feet and above ground or working level
8) Proper scaffolding staging and use will be followed
9) Proper ladder selection and use. Ladders must have ledgible warning stickers and rating loads
10) Good housekeeping practices are a must
11) General safety and courtesy towards other trades and workers is a must
12) TEAMWORK
13) Follow all OSHA, Creative Builders and other regulatory laws and rules

If you have any questions or concerns, please feel free to talk to the jobsite Superintendent or the Project Manager.

Job Name: _____ **Job #:** _____

Project Manager: _____ Cell: _____

Superintendent: _____ Cell: _____

Subcontractor Safety Agreement

SUBCONTRACTOR NAME: _____

Dear Subcontractor:

As part of our Safety Program and compliance on your part, there are requirements you must abide by in order to be on our jobsites. All OSHA requirements must be met. All insurance and safety compliance forms must be at our corporate office before starting work. This agreement should be completed and signed. A copy of the agreement should be returned to management.

Ensuring the safety and wellbeing of residents, staff and visitors is our top priority. Therefore, it is critical that all safety and health guidelines are closely followed. Failure to do so may result in personnel being permanently removed from the jobsite, and/or termination of the contract.

WE BELIEVE IN SAFETY AND INSIST UPON IT

We require the following and will not tolerate anything less:

- ☐ The competent person(s) for our company is/are: _____
- ☐ If you change who the competent person is, you must notify site management prior.
- ☐ A copy of your complete Company Safety & Hazard Communication Program with SDSs must be provided to site management prior to you starting work on our sites.
- ☐ Your company's weekly safety meetings must be made available upon request.
- ☐ Your employees must understand that HARD HATS are required on our jobsites.
- ☐ Your employees must respect and obey all safety rules.
- ☐ Your employees must respond to and abate any safety violations they are issued immediately.
- ☐ A rep from your company MUST attend all Safety Meetings while your company is on the job site.
- ☐ If your employees will be exposed to falls on this site, you must also complete our subcontractor fall protection plan checklist and return this to site management.
- ☐ If you plan to use a crane while on this site, you must provide all required documentation to the site management prior to starting work. This includes but is not limited to: Crane Inspection/Certification, Certified Crane Operator documentation and documentation of qualified signal persons and riggers.
- ☐ All scaffolds used onsite must be inspected prior to use and after any changes by a competent person. We expect you to use scaffold inspection tags at all times.
- ☐ Barriers and negative air equipment may not be modified without prior approval of the General Contractor.
- ☐ A Hot Work Permit must be used when any hot work is performed.
- ☐ Areas adjacent to any hot work activity must be monitored and protected by the contractor performing that work.
- ☐ A fire watch will be maintained at all times when a fire detection or suppression system is off line for any reason.
- ☐ Tools and equipment are not to be left unattended in a public corridor, public area, or resident area.

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- ☐ Construction debris may not be placed in any facility trash receptacle, compactor or dumpster.
- ☐ It is the responsibility of each Contractor to ensure that all exit corridors, exit doors, firefighting equipment, fire alarm strobes, and fire alarm pull stations remain clear AT ALL TIMES.
- ☐ Restroom facilities in occupied buildings are restricted to facility staff, residents and visitors only.
- ☐ You agree that your company is aware of the OSHA training requirements on various pieces of equipment and that you only allow trained employees to operate these types of equipment on our job sites. This applies if you own, rent, lease or borrow this equipment. Some examples of this equipment include but are not limited to: forklifts, aerial lifts, skid steers, scaffolding and fall protection. For equipment requiring certification such as Forklifts, documentation of training/certification must be provided to site management prior to starting work.
- ☐ As the employer, you will be held responsible for the actions of your subs and employees while on the job site, as well as any damage that may be imposed upon the project or the equipment that your subs or employees may be operating.

Fall Protection Checklist

QUESTION	YES	NO
Are your employees and/or subcontractors ever exposed to fall hazards? If yes, please complete the rest of this checklist, if no, please sign below and return to management.		
Do you have a written fall protection program? Please provide a copy to the management.		
Is your program consistent with the OSHA fall protection standard?		
Have you received a citation from OSHA for fall protection before?		
Have you trained all employees and subcontractors in fall protection?		
Can you provide documents verifying this fall protection training?		
Have you provided fall protection equipment for your employees?		
Have you ensured that all subcontractors have fall protection?		
Do your employees/subs understand that a proper personal fall arrest system (PFAS) consists of a 3-point system: • separate anchor point for each worker meeting 5000 lb. requirement • lanyard with shock absorber or self-retracting lifeline • full body harness proper fit and adjusted		
Do your employees/subs know how to inspect all components of their PFAS?		
Have your employees/subs been trained on proper anchor placement?		
Do your employees/subs understand that a proper guardrail system includes: • Top rail at 42” • Mid rail at 21” • Toe boards installed. • Supports at least 200 lbs. in all directions. • Vertical supports no farther than 8 feet apart		
Do you understand our reprimand policy on fall protection?		

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Subcontractor Safety Agreement

Safety Reprimand Policy-Subcontractors

All workers are expected to comply with safety rules and regulations related to their work and work areas. Violations of these rules will not be tolerated. Workers shall follow these steps to remain safe and avoid this policy:

- Workers shall not undertake a job until they have received appropriate instructions and are satisfied that they can do the job properly and safely. Workers should speak up if they are not ready.
- No worker shall undertake a job that appears to be unsafe.
- No worker shall undertake any job or use any machinery while under the influence of illegal and/or legal drugs, alcohol or a prescription or over the counter drug that impairs the worker's ability to work safely.
- No worker shall perform any work without using the required personal protective equipment.
- All workers must report every accident, including injuries, property damage and near misses to their supervisor.

Speak up if you feel something is unsafe. Discuss with your immediate supervisor or their supervisor if you don't get an appropriate response. Workers who raise safety concerns will not be subject to retaliation.

The company wants its employees and subcontractors to work in a positive, productive atmosphere. However, employees and/or subcontractors who violate safety rules must be disciplined to protect their own safety and the safety of their coworkers. The following procedures should be followed by supervisors:

Subcontractors—Violations by subcontractors of the company should be handled in the following manner:

- Minor Violations: Company supervisor should stop work and request correction by subcontractor. If subcontractor does not correct the issue when requested by supervisor, this moves to a major violation.
- Major Violations: Company supervisor should stop the work. Subcontractor management should be contacted to come to site and ensure the violation is corrected. Work is not allowed to continue until corrections are properly completed. The company has the option to use the following reprimands: send worker home, issue fines to subcontractor up to the amount in contract, require additional training, etc. A safety violation form should be filled out for this violation and kept on file. Continual major violations by the subcontractor may result in meetings with upper management to determine how to stop future violations. The results of these meetings could include termination of contract.

Minor Violations:

This list of minor violations is provided as examples and is not a complete list of what could be considered a minor violation. A minor violation is one that would not result in a serious injury.

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Subcontractor Safety Agreement

- Violation of personal protective equipment policy that does not result in injury to oneself or others.
- Poor housekeeping
- Failure to participate in safety meetings.
- Failure to properly and immediately report any accident or injury.
- Failure to perform inspections of tools or machinery.
- Failure to report machine or tool deficiencies.
- Failure to learn company safety rules and regulations.
- Failure to report conditions that one believes to be unsafe.
- Smoking or eating in unauthorized areas.

Major Violations:

This list of major violations is provided as examples and is not a complete list of what could be considered a major violation. A major violation is one that would typically result in a serious injury.

- Violation that results in damage to property
- Violation that endangers the safety of others
- Speeding or unsafe operation of a forklift or any other company vehicle
- Driving a forklift or any other machinery without required approval.
- Refusal to obey a supervisor's safety instructions.
- Refusal to abate a safety violation.

My signature below demonstrates that I understand and agree with this safety agreement.

Subcontractor Signature: _____ Date: _____

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Fire Protection and Hot Work Plan

HOT WORK PERMIT

This form shall be filled out by any contractor conducting Hot Work on this project. Permit is good for no longer than one work shift. Supervisor must close out permit when Hot Work is complete.

Contractor				Date			
Permit Start Time		Supervisor Initials		Permit Closed Time		Supervisor Initials	
Supervisor				Person performing work			
Location and Description of Hot Work							

Checklist for Permit	**YES**	**NO**
Cutting or welding permitted in an area that has been made fire safe		
All movable fire hazards in the vicinity have been taken to a safe place		
Guards used to contain the heat, sparks and slag if fire hazards cannot be removed		
Floor or wall openings or cracks, open doorways and windows protected or closed		
Fire extinguisher available for instant use		
Fire watch is present and properly trained—must stay in place for 60 minutes after hot work is complete		
Floors swept clean of combustible material for a radius of 35'		
Combustible floors have been kept wet, covered with damp sand, or protected by fire resistant shields		
Welding/cutting done only in areas authorized by management. No welding/cutting in sprinkled building when sprinkler system is impaired or in presence of explosive atmosphere, or in area of storage of readily ignitable material		
Dusts and conveyor systems that might carry sparks to distant combustibles protected or shutdown		
Cutter/welder is trained in safe operation of equipment and the safe use of the process		
Any on-site contractors advised about flammable material or hazardous conditions of which they may not be aware		

Welding or cutting containers	**YES**	**NO**
Container thoroughly cleaned and ventilated		
Any pipe lines or connections to containers disconnected or blanked		
PPE used as needed– e.g., eye protection, helmet, protective clothing, respirator, gloves		
Warning sign posted to warn other workers of hot metal		
Appropriate ventilation provided		
When working in confined spaces a permit has been issued as per 1926 Subpart AA		

Comments:

Upon completion of Hot Work, contact Superintendent: _____

Authorized Signature (Supervisor): _____ Date: _____

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Fire Protection and Hot Work Plan

WARNING!

HOT WORK IN PROGRESS

WATCH FOR FIRE!

In case of FIRE call

911

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