

**Safety Policy
for Maplestone Subcontractors**

1. Subcontractors acknowledge and accept the requirement that they be responsible for instructing their employees and their subcontractor's employees in the recognition and elimination of hazards and unsafe acts.
2. Subcontractor's employees must be made aware of the regulations applicable to their work. Safety training, good safe work practices and appropriate immediate corrective action are the keys to the prevention of accidents, loss of life and property damage.
3. No matter how many rules and regulations are implemented, a good safety program depends mainly on the positive attitude and smart work practices of the supervisors and associates. The lack of a policy, procedure, rule or regulation is not an excuse for the use of poor professional judgment.
4. Subcontractor agrees that for rule violations listed on the attached schedule, the fines indicated will be assessed.
5. Violations will be compiled per subcontractor, not per employee. If, for instance, a subcontractor's employee violates the rule with respect to hard hats and a week later a different employee violates this rule, 2 warnings will have been given. A fine will be assessed for the 2nd employee.
6. Warnings will be issued on a job-by job basis. Continuing with the example above, if the same subcontractor was also working on another jobsite, they would receive their first warning at no charge again, even if the same offense was committed simultaneously on both job sites. However, repeated infractions by the same worker may result in worker removal at Maplestone's discretion. For example, if a worker fails to wear eye protection on different job sites and has received multiple warnings, he may be removed immediately even if it is the first offense at that particular job site.
7. All fines will be back charged against the subcontractor.
8. All warnings and fines will be communicated in writing given to the subcontractor's superintendent or other person in charge of the subcontractor's crew on site.

(Continued on back)

**Safety Violation Fine Schedule
for
Subcontractors of Maplestone Construction**

Violation	First Offense	Second Offense	3rd + Offenses
Bringing alcoholic beverages or illegal drugs onto a jobsite, possession, consumption or being under the influence of such alcohol or drugs.	Worker Removed	Worker Removed \$250	Worker Removed \$625
Failure to be properly fall protected (see job site fall protection plan located in inspection box)	Worker Removed	Worker Removed \$250	Worker Removed \$625
Failure to replace safety protection (handrails, cables, barricades, covers, etc) each time you leave the area and work is completed	Worker Removed	Worker Removed \$250	Worker Removed \$625
Violations that cause immediate danger to the employee or others	Worker Removed	Worker Removed \$250	Worker Removed \$625
Smoking in unauthorized area. NOTE: Smoking is NEVER permitted inside a client's home.	Worker Removed	Worker Removed \$250	Worker Removed \$625
Use of ladders not complying with OSHA29 CFR Part 1926 or improper use of ladders	Warning	Worker Removed \$250	Worker Removed \$625
Building or using an unsafe platform or scaffold that does not comply with OSHA 1926 Subpart L	Warning	Worker Removed \$250	Worker Removed \$625
Failure to follow project safety rules	Warning	\$50	\$125
Failure to use eye protection where required	Warning	\$50	\$125
Failure to wear a hard hat when required	Warning	\$50	\$125
Failure to leave jobsite in a clean and orderly condition	Warning	\$50	\$125
Failure to report unsafe conditions or clearly mark potential hazards	Warning	\$50	\$125
Failure to follow OSHA Assured Equipment Grounding Conductor Program or GFCI Protocol	Warning	\$50	\$125
Failure to report an accident or injury	Warning	\$50	\$125
Failure to use tools or equipment safely	Warning	\$50	\$125
Failure to follow OSHA 1926 Subpart P with respect to excavations	Warning	\$50	\$125

Worker Removal: The individual(s) involved will be asked to be removed from the jobsite. Re-training prior to returning to the jobsite may be required. The subcontractor is required to receive written permission from Maplestone Construction prior to the return of the dismissed employee. Employees dismissed a second time shall be permanently banned from the project site and any future Maplestone job sites unless written permission is given by Maplestone.