

CORPORATE SAFETY GOALS AND OBJECTIVES

Safety Program

“Safety” is the first and foremost consideration at General Mechanical Corporation. Every GMC employee who works on a construction project becomes fully knowledgeable with our Safety First Program. This program makes each employee directly accountable to the President of GMC for performing his/her work in a safe manner and ensuring that his/her subordinates are provided with a safe working environment. Management personnel, including the Vice President and Project Superintendents, are responsible under our Safety First Program to perform periodic safety surveys of all ongoing construction projects and report any persistent or serious safety deficiencies to the President and the Chief Executive Officer. In addition, our employees are encouraged to adopt a *“Safety First”* approach to their work **by requiring their attendance at quarterly Safety First company luncheons.**

Since its inception in 1998, the Safety First Program has been instrumental in increasing safety awareness throughout General Mechanical Corporation and **has allowed the company to perform without a lost time accident.** Our Experience Modification Rate (EMR) for Workers Compensation Insurance has dropped below 1.0. General Mechanical Corporation is justifiably proud of our record on safety and of our Safety First Program. **Customized safety plans are developed for each project by our Vice President and approved by our President prior to submittal.**

GMC has various safety incentive programs available. Employee participation and involvement are the most critical part of any successful safety program. The most successful program for fully involving each employee which will be used on this project is the **“SAFETY BUCKS” program.** Each employee will earn “SAFETY BUCKS” on a weekly basis providing **their crew has no reportable injuries or accidents during the week. These “SAFETY BUCKS” can be cashed in by purchasing any item from the company safety officer.** This is a team effort and the crew only earns credits when the whole crew produces. If there is one accident on the crew, no crew member will earn SAFETY BUCKS for that week. Each crew supervisor must turn in weekly safety toolbox meetings to the Safety Officer with dates, topics, and verifying signature of employees that attend. This has encouraged a **“don’t mess with my SAFETY BUCKS”** attitude by all participants. Thus GMC has increased the number of safety inspectors on the job site to every worker. Everyone looks out for safety violations and everyone is empowered to stop an operation if there is a potential danger to anyone on site.