**SUBCONTRACTOR SAFETY REQUIREMENTS**

Piedmont Service Group (PSG) is committed to providing a safe workplace for all workers. The success of a safe job lies greatly upon the efforts of each contractor on the project. Therefore, each subcontractor shall comply with the rules and regulations as set forth by this manual and all other local, state and federal laws that may apply.

**Subcontractor Pre-qualification**

All subcontractor firms must complete and submit a Subcontractor Safety Pre-qualification Form. The Estimator reviews subcontractor safety information and approves the pre-qualification information before the subcontractor is allowed to commence work activities. Safety pre-qualification forms must be resubmitted by subcontractor firms on an annual basis to ensure acceptable safety performance.

**Subcontractor Criteria:**

To be eligible for subcontract award, subcontractor firms must have:

 • EMR rating below 1.00.

 • Total Recordable Incident Rate (TRIR) below the national average per SIC Code.

 • Days Away, Restricted or Transferred Rate (DART) below the national average per SIC Code.

 • Safety policies and procedures for activities pertaining to scope of work.

 Contractors that do not meet these criteria may be subject to conditional approval. Conditional approval can only be given by the company Safety Director or the General Manager.

**Subcontractor Documentation:**

Each subcontractor shall provide PSG with the following before commencing work on a PSG project:

 • A signed subcontract agreement, thus agreeing to all provisions of safety under such agreement.

 • An insurance certificate naming Piedmont Service Group and the owner as additional insured.

 • A project or company safety program and SDS for all hazardous material that are expected to be used on the site. All SDS books will be kept in a common place as to serve for quick access in the case of an emergency. If an electronic file is used, the location and password is required. A specific project safety plan may be required when the scope of work indicates a significant potential for injury and/or property damage or when required by the owner.

 **Additional Requirements:**

 In addition to the documentation requirements above, each subcontractor must agree to:

 • Participate in safety orientations and document the orientation.

 • Follow all rules set forth by the owner or project-specific safety requirements.

 • Provide the necessary training to their employees as it pertains to Title 29, Code of Federal Regulations Part 1926 and 1910, and NFPA 70e.

 • Perform periodic safety inspections of the job site to ensure compliance with the job site safety program.

 • Immediately report ALL accidents and injuries to the PSG Superintendent and train their employees in the project-specific Emergency Action Plan or other requirements.

 **Subcontractor Compliance:**

 Violations by subcontractors and their employees will be documented.

 PSG job sites reserve the right to make modifications to this policy and remove subcontractor employees as it deems necessary for safety violations.

**Temporary Workers**

Piedmont Service Group (PSG) is committed to providing a safe workplace for all workers. At times, extra help is needed and this may come from a temporary staffing source. All temporary workers are required to follow all PSG regulations. This includes a new hire orientation and specific training that may be needed such as scissor lift or using a powder actuated tool. This training will occur before we use them onsite.

When the workers are with us on our scheduled safety meeting day, they will join us at the designated location.

Temporary workers will also be supervised at all times. If they do not have the correct PPE for the task, we will provide it. When the workers are with us they are PSG. A third party training provider may be used to provide the training if cleared through the Safety Director first.