

POLICY STATEMENT

It is the policy of Calco Concrete Pumping, Inc. that safety in all of our operations is the number one priority of our corporation in the operation of our business and is considered to be a never ending process. No other consideration is more important to Calco than providing a safe working environment to our employees, contractors, and the general public at all Calco locations, on all Calco equipment, and all job sites. Therefore, all levels of management have a primary responsibility for the safety and well-being of our employees and to create an attitude of safety consciousness wherever our work is located. Accident prevention and efficient production go hand in hand. The nature of our work brings all of us into contact with severe hazards and multiple opportunities for personal injuries which require all employees to conduct their operations carefully. It is Calco's intent to comply with all local, state and federal safety standards, codes and regulations. We expect all people in the Company to perform their jobs in a safe manner and in accordance with the procedures outlined in this safety program.

To this end, we have formulated this written policy to govern all the operations of Calco Concrete Pumping, Inc.

It is a condition of employment with Calco that all employees adhere faithfully to the requirements of this policy, as well as the safety rules, instructions and procedures issued in conjunction with it. Failure to do so will result in disciplinary action or termination.

Calco will make an effort to ensure that the operations of other contractors not under our control do not endanger the safety of our employees. All employees are required to report hazardous conditions and/or activities of other employees to Calco management.

Our employees have the full support of management in enforcing the provisions of this policy as it relates to responsibilities assigned to them. Company wide efforts to reduce incidents, accidents, and hazardous conditions provide Calco employees a safe working environment, reduced insurance premiums, less time loss, and increased productivity by which we all benefit in many ways.

Sincerely,

Jamie L. Bates, President

Date

RESPONSIBILITY ASSIGNMENTS

Management

1. Establish rules and programs designed to promote safety and make known to all employees these established rules and programs.
2. Provide all area managers with copies of appropriate rules and regulations.
3. Provide the training necessary for employees to perform their tasks safely.
4. Provide protective equipment for employees when required.
5. Record all instances of violations and investigate all incidents, accidents, and hazardous conditions.
6. Encourage all contractors to work safely.
7. Appoint a safety coordinator and safety officer with enforcement authority over safety matters.

Area Managers

1. Prepare and maintain a bulletin board in an obvious place at locations where emergency data and safety information are posted.
2. Plan production so that all work will be done in compliance with Calco safety rules and practices.
3. Be completely responsible for on-the-job safety and health and secure the correction of safety deficiencies.
4. Make sure proper safety materials and protective devices are available and used and that all equipment is in safe working order.
5. Instruct new employees of safety requirements and practices using the New Employee Field Orientation Checklist, form 40201.
6. Investigate accidents, supervise correction of unsafe practices completing the Incident/Accident/Hazardous Condition Investigation Report, form 30204, (hereafter referred to as the IAHC Investigation Report) and assist employees in completing the Incident/Accident/Hazardous Condition Report, form 30202 (hereafter referred to as the IAHC Report).
7. Conduct safety meetings and provide employees with proper instruction on safety requirements.
8. Require contractor conformance to safety standards.

9. Conduct safety inspections of Calco locations, equipment and/or vehicle(s), maintain records, and continually monitor the program for effectiveness.
10. Secure prompt medical attention for any injured employees.
11. Provide for the protection of the public from company operations.
12. Maintain MSDS sheets at Calco locations, in equipment and/or vehicle(s), and main office.
13. Attempt to ensure safe performance by others present on the job site, including owner(s) and contractor(s) or their representative(s).
14. Notify safety coordinator of safety violations.

Employees

1. Carry out safety programs at the work level.
2. Be aware of all safety requirements and safe working practices. Follow all safety rules.
3. Plan all work activities to comply with safe working practices.
4. Make sure protective equipment and all safety devices are available, maintained, and used.
5. Make sure work is performed in a safe manner and no unsafe conditions or equipment is present or used.
6. Correct all hazards including unsafe acts and conditions which are within the scope of your position.
7. Report all injuries and safety violations to your area manager and/or safety coordinator.
8. Complete, with signature of other party involved, if applicable, an IAHC Report, form 30202, and return it to your area manager and/or safety coordinator the day of the occurrence.
9. Work safely in such a manner as to ensure your own safety as well as that of coworkers and others.
10. Request help when unsure about how to perform any task safely or of hazardous conditions.
11. Report any uncorrected unsafe acts or conditions to your area manager and/or safety coordinator.
12. Report for work in good mental and physical condition to safely carry out assigned duties.
13. Take advantage of company and industry sponsored safety programs.
14. Provide fellow employees help with safety requirements.

15. Check in with the job site supervisor so personal protective equipment may be provided such as hard hats, eye protection and respirators, if necessary.
16. Employees are not allowed to bring unauthorized personnel or pets to the Company's yards/shops or job sites or allow unauthorized personnel or pets in company vehicles and/or equipment/machinery at any time.
17. If you see a co-worker engaging in an unsafe practice, warn him about the danger(s) and remind him/her of the Company safety guidelines. If necessary, report the unsafe practice to an area manager or the safety coordinator. Safety is always in the hands of those on the job!

All Personnel

1. Strive to make all operations safe.
2. Maintain mental and physical health conducive to working safely.
3. Keep all work areas clean and free of debris.
4. Assess the result of your actions on the entire workplace. Work will not be performed in ways that cause hazards for others.
5. Before leaving work, replace or repair safety precaution signs or labels removed or altered. Unsafe conditions will not be left to imperil others.
6. Abide by the safety rules, regulations and warning signs on every construction site.
7. Work in strict conformance with federal, state and local regulations.
8. Horseplay will not be tolerated.
9. Use Calco tools and equipment only as authorized.

INTRODUCTION

An accident means unwanted cost in pain, money and time to everyone concerned. It is an unplanned, unforeseen and unexpected event that interferes with or interrupts the orderly progress of work. It may involve injury to personnel, damage to equipment, loss in time and material, or any combination of these items.

Safety is the control of hazardous actions or conditions that can cause an accident. Safety is sometimes difficult to define in words. The main point to consider is, "can an accident occur considering all practical conditions involved".

Accident prevention is important to you because it is the mark of an efficient worker. It is necessary to the Company because we do not want our employees injured or our equipment damaged. Accidents are very costly for the company and for you. Therefore, knowing the causes of accidents is essential to preventing them.

All accidents must be reported to your area manager, the safety officer, and/or safety coordinator immediately. The smallest cut or puncture can result in serious infection, a small sprain can get worse, and a bad bruise could be a fractured bone. The area manager and/or safety coordinator will determine whether the employee needs to be treated by a doctor and then report the accident to the safety coordinator for workers' compensation purposes.

Company safety rules and regulations, safe working procedures, analysis of accidents and potential hazards will be discussed at safety meetings. Any hazardous or unhealthy condition or work practice are pointed out at this time. Corrections are planned and scheduled. Specific individuals are responsible for follow through. Documented minutes of the meetings shall be retained by the safety coordinator as well as records of the safety material and training provided employees using the Safety Training Completion Record, form 60201. The safety committee, safety coordinator, and their responsibilities, will be made know to all employees and shall be posted at Calco locations.

GENERAL SAFETY RULES

Safe practices on Calco locations must always start with the individual. Active and cooperative compliance with the safety policy and guidelines plus a common sense approach to all construction operations are necessary at all times by each individual to protect himself/herself, co-workers and the general public. The General Safety Rules, form #20501, will be reviewed with all employees and conspicuously posted at Calco locations.

ATTITUDE

Employees are required to treat safety as the number one priority. As such, they are expected to report to work in good mental and physical condition to safely perform their assigned duties. Before starting any task, employees must consider the possible effects of their actions on themselves and others and take appropriate protective measures.

BEFORE YOU START

Learn the safe way to do your job before you start. If you are not sure you thoroughly understand the job, ask your area manager for instructions.

Work clear of suspended loads. If a load is moved above where you are working or walking, stand clear until it has passed by.

Proper Dress

1. Approved, hard-soled work boots, safety glasses, long pants in good condition and shirts with sleeves must be worn at all times on Calco locations or while operating Calco equipment. Canvas and/or tennis shoes and sandals are expressly forbidden. Shorts and cutoffs are not allowed on Calco locations and job sites.
2. Keep your shirt on. It may save you from sunburn, weld or burn splatter or concrete burns or cuts.
3. No loose fitting or frayed clothing or loose cords on clothing will be allowed on Calco locations or while operating Calco equipment to avoid being caught in machinery or tools while working.

4. Always wear proper ear and eye protection when needed. Wear burning goggles or a hood, gloves, and coveralls when you weld or burn. Wear full-face shields when you handle molten materials or run a grinder. Know where an eye wash station is and how to use it. Wear a respirator or particle mask when necessary.
5. Proper clothing must be worn when using chemicals, solvents, soaps, etc.
6. Hard hats and safety glasses will be worn on construction sites at all times.

Welding

1. Welding area should be free from flammable products and free from any other debris including water.
2. Appropriate protective gear and clothing must be worn while welding. No frayed clothing will be allowed while welding.
3. All equipment should be checked for wear, cut or frayed cables before starting of welder.
4. All gas bottles shall be secured properly and stored in their proper areas.
5. Welding and torch cutting equipment will be used only by trained personnel approved by an area manager.
6. Insure there is proper ventilation while using a welder.
7. Keep all oxyacetylene equipment (torches) free from grease and oil.
8. Before opening gas or oxygen bottles, back off the regulator to prevent any sudden surge of pressure that may explode the regulator.

Lifting

1. While lifting objects by hand always keep back erect and lift with your legs bent. If you have been trained on the forklift, use it to pick up and move heavy loads or get help.
2. If using a forklift, check loads being picked up to ensure that they are free of other items surrounding them and that they are secure. When picking up oversized loads with a forklift, always use someone to help guide you while moving the load.

Air Tools

1. Always check the tool(s) you are using for the general condition and oil the air fitting before connecting the air pressure.
2. When you are using a chipping hammer, always wear a face shield for protection.
3. Use all tools only for the purpose for which they are designed.
4. When finished with any and all tools, put them in their proper storage place.

5. Tag unsafe equipment and tools. Never use a tool or piece of equipment that has been tagged. Cut the plug off unsafe extension cords or power tools.
6. Always check an air hose before using and store it in the designated area when not in use.

General Shop Rules

1. When using overhead doors, always open the doors completely and close them when finished.
2. Before working in a Calco location, be aware of the location of all safety equipment.
3. Always report any potential safety hazard to the area manager and/or safety coordinator immediately.
4. Use of any chemicals, solvents, soaps, etc., will be covered under the company's Hazard Communication Program which is a part of Calco's safety program. Consult your area manager, the safety officer, and/or safety coordinator with any questions.
5. Do not lift booms in the shop areas, until you are aware of obstructions and electrical wires, i.e. light fixtures, heat ducts, and extension cords.
6. Be sure all electrical devices and power tools are properly grounded.
7. Keep all tools and equipment in good, safe condition. Use them only for their designed purposes. Do not force tools beyond their intended capacities.
8. Store combustibles, toxins and corrosives correctly. (More about hazardous materials in the Hazard Communication Program.)
9. Use ladders carefully. Make sure they are in good repair. Face the ladder when you are using it. Do not carry things up or down a ladder. Make sure your footing is good when you are climbing a ladder.
10. Employees are not allowed to bring unauthorized personnel or pets to the Company's yards/shops or job sites or allow unauthorized personnel or pets in company vehicles and/or equipment/machinery at any time.

Fire Protection

1. Each Calco location and concrete pump must have a fire protection plan. This plan shall include the posting of the Fire Department's telephone number, posted location of MSDS sheets for hazardous materials, locations for storage of hazardous materials, and posted and clearly identified locations of fire extinguishers with a minimum of the following:
 - a. One (1) extinguisher per 3,000 square feet on one building level
 - b. One (1) extinguisher per building level
 - c. One (1) extinguisher in each concrete pump

- d. One (1) extinguisher in each flammable material storage location and welding location
2. All fire extinguishers shall be a ten pound minimum.
3. Make sure fire extinguishers are properly located and charged. Know where they are and how to use them.
4. Fire Retardant Protection Suits are to be kept available to concrete pump operators to be worn when required by the contractor on specific job sites.

Housekeeping

All Calco locations, concrete pumps, and other Company vehicles must be kept clean and free of tripping hazards. Scrap material and debris should be removed and/or disposed of at the earliest feasible time. Policing locations and pumps for trash and scraps is expected of employees.

ACCIDENT PREVENTION PROGRAM FOR CONCRETE PUMP OPERATORS

Leaving the Yard

1. Visually check vehicle for any obvious damage, leaks, or other malfunctions which would affect safe operation. Do a walk around your pump.
2. Test lights, brakes, windshield wipers, turn signals, mirror adjustments, and horn. Also check to ensure that any previously reported malfunctions have been properly repaired. Report any malfunctions to your area manager.
3. Check to be sure all safety equipment such as hard hats, gloves, boots, safety glasses, truck safety equipment and pump safety equipment are secured in truck. You are responsible for fines levied against you or Calco for failure to comply with state, federal, or local requirements.
4. Check all concrete delivery system ordered for the job scheduled. Make sure the system is clean and in good repair. All pipes, hoses, clamps, etc., are properly secured before leaving yard.
5. Have directions to job clearly mapped out before leaving for the job site.
6. Arrive in and leave the yard on time which gives you plenty of time to arrive at your destination safely.
7. Have someone help guide you when backing up your equipment and/or vehicle.

Driving

1. Each driver must have a proper driver's license endorsement for the vehicle he/she is driving.

2. Employees possessing a Commercial Drivers License (CDL) will adhere to the Company's "Commercial Drivers License Requirements Procedure" and acknowledge that periodic monitoring of the motor vehicle report (MVR) will be performed by human resources. Negative activity reported may result in termination.
3. Be sure all permits and registration are current.
4. Check floor board of truck for obstructions i.e. cans, tools, garbage.
5. Operate the vehicle at a safe speed for traffic and road conditions.
6. Observe all traffic rules and practice defensive driving to avoid accident situations.
7. Permit only authorized riders in your vehicle. An authorized person is a Calco employee, no family, friends or contractors.
8. Do not permit an unauthorized person to drive your equipment and/or vehicle. Employees are prohibited from driving non-company owned vehicles (i.e. contractor's pickups) at any time.
9. Keep alert to fuel level and refuel at prescribed locations daily. Do not use any smoking materials while refueling. Shut off the fuel dispenser at the fuel dock when finished fueling.
10. Do not make any unauthorized stops. Any deviation from route, schedule, or designated stops must be cleared by your area manager or central dispatch.
11. Observe telephone procedures and use proper language while on the phone.
12. Do not operate your vehicle in a manner which would cause excessive wear to clutch, gears, brakes, etc. Do not pump air brakes.
13. In the event of a breakdown, call your area manager or central dispatch with information on the nature of malfunction, location, and other pertinent information. Do not attempt to make vehicle repairs unless instructed, trained or authorized. Complete an IAHC Report, form #30202, and submit to your area manager.
14. Allow extra driving time for unfavorable weather conditions.

JOB SITE PROCEDURES

1. Verify proper location by confirming the address, directions to the job site, and the customer who ordered the pump with central dispatch.
2. Observe all job site safety rules and traffic patterns.
3. Before set up, check with superintendent and discuss the set up for the pour scheduled. Ask if you can wash out on the jobsite.
4. Identify the designated signal person. There should be only one person on the crew whom you will exchange signals with. The operator must hold a meeting with the designated

signal person before the pour starts and discuss the signals to be used, the special hazards in the area, the process and schedule of the pour as well as the responsibilities of the signal person. When the operator sees a plain view hazardous condition which his pumping operation could have a negative effect on, STOP! Report to the controlling contractor on site and call your area manager and/or safety coordinator before setting up and proceeding.

5. Do not attempt to operate a vehicle in an area which is unsafe or which could result in the vehicle becoming stuck. Notify central dispatcher for instructions.
6. Do not permit your vehicle to be pushed, pulled, or towed into or out of a job site unless first receiving authorization or instructions from your area manager. If towing is authorized, check to ensure that a proper hookup is made to avoid vehicle damage. Never allow your vehicle to be pushed by any excavating vehicle bucket, blade, etc.
7. Watch vehicle clearance on all sides to avoid hitting buildings, power poles or lines, ditches, excavations, etc. Walk around your vehicle before backing up checking for any obstruction. Always use your review mirrors and a spotter, if necessary.
8. Never jump from your vehicle. Step down carefully checking to ensure solid footing.
9. Ensure a clean working area with stable ground, proper outrigger extension, no overhead obstructions, and especially no power lines. The American Concrete Pumping Association's 17 foot rule requires that you do not set up where your extended boom is closer than 17 feet from power lines. If you encounter power lines on the job site STOP!, call your area manager and/or the safety officer before proceeding and setting up the pump.
10. Visibility of the job is absolutely necessary. If your concrete pump is not equipped with a radio remote, use remote cords to get to the best vantage point for operating safely. If visibility remains unclear, STOP! and notify your area manager and/or safety officer for instructions.
11. Do not allow anyone to stand on the hopper grate or the operator platform at anytime. Always mount and dismount the concrete pump using the "3 Point Rule" which is one hand and two feet or two hands and one foot area to be in contact with a secure surface at all times. Standing on the truck cab or an outrigger is expressly forbidden at all times. There are no exceptions to this rule.
12. Do not lift more weight with the boom than the manufacturer recommends unless cleared through management.
13. Read the Operator's Manual and the Schwing Safety Manual, which must be on the pump you are assigned.
14. Contact your area manager and/or the safety officer immediately in case of machinery failure or any kind of injury on the job site. Complete and sign an IAHC Report, form 30202, with a signature of the contractor and any witness.
15. Have someone guide you as you back up on the job site.

Pumping Through Line

1. Check all system for cleanliness and wear before you leave the yard.
2. Always use cement slurry to prime line.
3. During priming of line, turn off pump immediately when sudden rises of pressure occur.
4. Always relieve pressure before unclamping system to dislodge blockages.
5. Lifting 4” or larger concrete delivery system containing concrete is strictly forbidden.
6. Clean system as it is dismantled. If done by laborers, check for cleanliness.
7. Blowing out of system with air must be done with extreme caution. Make sure blow-out area is clear of people and property and blow-out pipe is secured. Blowing out through rubber hose is strictly forbidden.

WASH OUT

1. Drive slowly through batch plant yards, job sites and Calco locations. Obey batch plant rules and safety equipment requirements.
2. Clarify clean-out area with foreman or contractor when you arrive on the job.
3. Ask to have someone stay until you are washed out and ready to leave.
4. Do not stick your hands in the valve box or the water box at any time.
5. The agitator and the truck must be off before lifting grates for cleaning. There are no exceptions to this rule.
6. Boots must be clean and the floor board free from obstructions before leaving the job site.

ARRIVING IN YARD

1. Stay with the truck while fueling and be sensitive to spills. Do not smoke while fueling at any Calco fuel locations.
2. Drive slowly and cautiously through Calco locations.
3. Have someone help guide you when backing up in the yard(s).
4. No washing outside of designated areas.
5. Steam cleaners are a privilege. Use as directed by your area manager.
6. Unload system in designated areas only. Keep yard clean and neat.
7. Work your time card daily and turn in completed paperwork at the end of the week.

FALL PROTECTION PROCEDURE

The purpose of this procedure is to provide specific instructions for the use of fall protection, and provide affected employees training and awareness of the safety provisions that are required by federal and state regulations. This procedure is designed for Calco Concrete Pumping, Inc. employees whose job assignment exposes them to fall hazards above six feet.

Responsibility

1. The Company shall be responsible for providing fall protection equipment.
2. Area managers and/or the safety officer shall be responsible for ensuring employee compliance with this procedure.
3. Employees shall:
 - a. Follow this Fall Protection Procedure
 - b. Wear the Personal Protective Equipment (PPE) provided or assigned to them
 - c. Ensure their fall protection equipment is in safe operating condition
4. The Safety Coordinator shall
 - a. Develop and maintain this Fall Protection Procedure
 - b. Provide training to all affected employees

Procedure

1. A site-specific fall protection work plan will be coordinated by an area manager and the contractor. The area manager and/or the safety officer and the employee(s) shall hold a safety meeting(s) prior to performing work where the operator is required to be on the structure at a height of six feet or more. A fall protection work plan shall be discussed for each project when needed and documented on the Safety Meeting Roster form #60301. Whenever possible, such as quarterly safety meetings or tailgate safety meetings, the area manager shall review and approve fall restraint and anchor points with employee.
2. Employees working or moving about in an elevated area where a fall exposure exists shall make use of fall protection equipment by securing their safety harness via a safety lanyard whenever feasible to an available substantial anchoring point.
3. Anchor points shall be selected based on force and load requirements (see specific requirements limits listed in Definitions below). These requirements will be provided to the area manager and/or the safety officer and/or employee by the project/contractor's safety officer. The use of anchor points shall be discussed during the safety meeting. The selection of the anchorage point shall reduce free fall to the shortest distance possible. Guardrails and railings shall be used only as anchor points if they have been so designated.
4. Each employee on a walking or working surface four feet or more above ground level shall be protected from falling by a guardrail system (a safety net system or a personal fall arrest/restraint system may also be used), whenever feasible.

5. Employees performing maintenance and periodic boom inspections shall use personal fall arrest systems on elevated skeletal steel structures where a fall hazard of six feet or more exist.
6. When performing an access and/or egress always make us of a ladder.
7. A body harness and restraint system shall be used when climbing ladders greater than 25 feet in height, unless the ladder is enclosed with protective case. Ladders shall be secured at the base or top to prevent slipping.
8. A full body harness, lanyard, lifelines, and rope grabs shall be used as fall protection equipment when necessary for fall arrest purposes and fall restraint. Personal fall devices shall meet ANSI requirements. Under **no** circumstances shall a body belt be used as a personal fall arrest device.
9. Fall protection equipment shall be inspected prior to use. These inspections shall include visually observing the load stitches are intact and belts and lanyards are not deteriorated or frayed. Any equipment found defective shall be removed from service and reported to the safety officer and/or safety coordinator.

Definitions

1. Anchorage - A secure point of attachment for lifelines, lanyards, or deceleration devices. The anchorage point strength for fall arrest shall be capable of supporting 5,000 pounds. The anchorage point strength for fall restraint shall be capable of supporting four times the intended load.
2. Body Harness – Straps which may be secured about the employee in a manner that will distribute the fall arrest forces over at least the thighs, pelvis, waist, chest and shoulders with means for attaching them to other components of a personal fall arrest system.
3. Connector – A device which is used to couple (connect) parts of the personal fall arrest system and positioning device systems together. It may be an independent component of the system, such as a carabineer, or it may be an integral component or part of the system (such as a buckle or D-Ring sewn into a body harness or a snap hook spliced or sewn to a lanyard or self-retraction lanyard).
4. Free Fall – The act of falling before a personal fall arrest system begins to apply force to arrest the fall.
5. Guardrail System – A barrier erected to prevent employees from falling to lower levels.
6. Infeasible – Impossible to perform the work using a conventional fall protection system (i.e. guardrail system, safety net system, or personal fall arrest system) or technologically impossible to use any one of these systems to provide fall protection.
7. Lanyard – A flexible line of rope, wire rope, or strap which generally has a connector at

each end or connecting the body belt or harness to a deceleration device, lifeline, or suitable combination of these.

8. Personal Fall Arrest System – A system used to arrest an employee in a fall from a working level. It consists of an anchorage, connectors, and a body harness and may include a lanyard(s), deceleration device, lifeline, or suitable combination of these.
9. Personal Fall Restraint System – A system used to prevent an employee from falling. It consists of anchorages, connectors, and body belt/harness. It may include lanyards, lifelines, and rope-grabs designed for this purpose.
10. Self Retracting Lifeline/Lanyard – A deceleration device containing a drum-wound line that can be slowly extracted from, or retracted onto, the drum under slight tension during normal employee movement, and which, after onset of a fall, automatically locks the drum and arrests the fall.
11. Work Area – The portion of a walking or working surface where job duties are being performed.
12. Walking or Working Surface – Any surface, whether horizontal or vertical, on which an employee walks or works, including, but not limited to, floors, roofs, ramps, bridges, runways, but not including ladders, vehicles, or trailers, on which employees must be located in order to perform their job duties.

INCIDENT, ACCIDENT, HAZARDOUS CONDITION PROCEDURE

1. Refer to the IAHC Reporting and Investigation Procedures, forms #30201 and #30203 appropriately, and The Company's Claims Management Procedure, form #30101, for additional guidelines in the event of an incident, accident, or hazardous condition.
2. Call your area manager, the safety officer, and/or safety coordinator immediately.
3. Do not admit any fault or guilt of your own or the Company's. Before calling a law enforcement officer, contact your area manager, the safety officer, and/or safety coordinator or central dispatch.
4. If an employee needs medical attention, they will be driven to one of the Company's designated medical providers. The Designated Medical Provider list, form #30402, must be in Calco equipment and/or vehicle(s) and on Calco locations at all times. Whoever takes the injured employee to a medical facility will stay with that person and help complete medical forms. If you are out of area to the Company's designated medical provider's facilities, go to the nearest medical and/or emergency facility.
5. When an accident of any type occurs, an IAHC Report, form #30202, must be filled out in detail by the operator and signed by the contractor. Witness's names and phone numbers should be included.
6. The workers' compensation First Report of Injury form must be completed and mailed to the Company's workers' compensation insurance carrier immediately by the safety coordinator.

7. Accidents must be investigated by an area manager, the safety officer, and/or safety coordinator, and the IAHC Investigation Report, form #30204, must be completed in full. Accident details requiring special attention during an investigation are as follows:
 - a. Name of any injured person(s) and the extent of the injuries
 - b. Verification of how the accident happened
 - c. Identify the witnesses, if any
 - d. The date the injury was reported
 - e. The date the injury happened
 - f. Recommended corrective steps to be taken and when they were completed.
8. If Calco has any reason to believe the injury is not valid or the employee is observed in activities that are not compatible with the type of injury sustained, additional comments should be made on the IAHC Investigation Report.
9. A fatality, serious injury, or the hospitalization of three or more employees must be reported within eight hours to the nearest OSHA area office by the safety coordinator.

SAFETY TRAINING AND ENFORCEMENT

Safety Orientation

1. Area managers or the safety officer will give a safety orientation to new employees before they start work for Calco completing the New Employee Field Orientation Checklist, form 40201. This will be done the first day the new employee starts working at Calco locations and/or on concrete pumps. The checklist will be completed and signed by the new employee and the area manager and/or safety officer giving the orientation. Follow through by the area manager and/or safety officer and the new employee will take place in a timely fashion including review of the American Concrete Pumping Association and Schwing Safety manuals as well as Calco's safety policy, procedures, and guidelines. The completed and documented checklist will become a permanent part of the employee's personnel file.
2. The new employee will review and complete the New Employee Administration Orientation Checklist, form #40101, with the safety coordinator. The safety coordinator will conduct 10, 20, and 30 days follow through with the new employee, completing the New Employee Administration Orientation Checklist, form #40101, assuring the new employee understands posted and written safety requirements. The completed admin checklist must be documented and executed, by signatures and dates, and become a part of the employee's permanent personnel file.
3. Records of these and additional on-going safety training will be maintained on the Safety Training Completion Record, form #60101, by the safety coordinator.

Safety Discipline

1. Calco will take disciplinary action against any employee who engages in unsafe acts. Such acts include, but are not limited to:
 - a. Engaging in acts of violence or threats of violence toward fellow employees, fighting or horseplay
 - b. Using any medication, whether or not prescribed by a doctor, which might in any way affect your ability to do your job or operate your concrete pump and/or other equipment, unless the medication was reported to and approved by your area manager and/or safety coordinator before working the first day of usage
 - c. Using alcoholic beverages, being intoxicated, or using illegal drugs, or being under the influence of such drugs, on Calco locations, job sites, or in concrete pumps and/or other vehicles
 - d. Carrying any weapon (gun, knife, etc.) on Calco locations, job sites, or in a concrete pump or other company vehicles
 - e. Willful disregard for safety
 - f. Refusing to change manner of dress, wearing dangling jewelry, shorts, sandals, etc., when changing is required for reasons of safety
 - g. Refusing to wear appropriate safety equipment, such as respirators, safety glasses, gloves, ear plugs, etc
2. Safety violations will be documented, whether verbal or written, and disciplinary action will be taken for any infractions up to and including termination. All facts will be carefully reviewed and the employee will be given a full opportunity to explain his/her conduct before any final action is taken. Employees will be given a verbal warning or a written warning and receive instructive counseling and training at the end of which the employee will better understand the nature of the violation and the safety rule. The affected employee will be asked to sign a Safety Rule Violation, form #20601, which will become a permanent part of the employee's personnel file. Employment may be terminated at the discretion of management. Please reference "The Company Safety Rules and The Employee", form #20301, a part of the Company's Cost Containment Program, for further review.

DRUG AND ALCOHOL POLICY

1. Calco strictly prohibits the use, possession or distribution on all Calco locations, job sites, and in equipment and/or vehicle(s) of any of the following:
 - a. Alcoholic beverages
 - b. Intoxicants and narcotics
 - c. Illegal or unauthorized drugs (including marijuana)
 - d. "Look-alike" (simulated) drugs
 - e. Related drug paraphernalia and contraband.

2. Calco employees must not report for duty under the influence of any drug, alcoholic beverage, intoxicant or narcotic or other substance (including legally prescribed drugs and medicines) which will in any way adversely affect their working ability, alertness, coordination, response or the safety of others on the job.
3. Entry into or presence on Calco locations, job sites, or operating equipment and/or vehicle(s) by any person is conditioned upon the Company's right to search the person, personal effects, vehicles, baggage and any employee or other entrant for any substances named in the paragraph above. By entering into or being present on Calco locations, job sites, or operating equipment and/or vehicle(s) any person is deemed to have consented to such searches which may include periodic and unannounced searches. These searches may include, but are not limited to taking of blood, urine or saliva samples for testing by trained medical specialists to determine the presence of substances named in the paragraph above.
4. The Company also reserves the right at all times to have authorized personnel conduct periodic examinations of its employees for the purpose of determining if any such person(s) present on Calco locations, job sites, or operating equipment and/or vehicle(s) are using unauthorized legal drugs or illegal drugs and/or alcohol.
5. The taking of blood, urine or saliva samples for analysis may also be required from any person on Calco locations who is suspected of being under the influence of drugs and/or alcohol who is involved in an accident or who is injured in the course of employment.
6. Any person who refuses to submit to a search, screening or testing as described in this policy, or who is found using, possessing or distributing any of the substances named in the paragraph above, or who is found under the influence of any such substances is subject to disciplinary action up to and including termination or removal and future prohibition from the premises if not our employ.
7. Legally prescribed drugs may be permitted on Calco locations, job sites, or while operating equipment and/or vehicle(s) provided the drugs are contained in the original prescription container and are prescribed by an authorized medical practitioner for the current use of the person in possession. Usage of legally prescribed drugs must be approved by the area manager and/or safety coordinator before the employee will be allowed to perform his/her job duties.
8. The Company has the right, at its discretion, to report the use, possession, or distribution of any substance named in the first paragraph to law enforcement officials and to turn over to the custody of law enforcement officials any such substances on property under the control of Calco Concrete Pumping, Inc.
9. Further, the Company may terminate or remove any person(s) suspected of using, distributing or other usage or activity of any drug, alcoholic beverage, intoxicant or narcotic or other substance (including legally prescribed drugs and medicines).
10. Refer to the Drug and Alcohol Policy for further guidelines incorporated herein as an Appendix I.

COST CONTAINMENT

Cost Containment is an initiative of the Company and all of its employees to strive toward the prevention of injuries, accidents and incidents by providing a safe work environment through training and education creating an awareness of employees. Knowledge and practice of the procedures and polices pertaining to cost containment insure its effectiveness, which will be achieved by safety training specified in the Cost Containment Program. The Company, its management team, and the employee's adherence are imperative for the success of this program. Refer to the Company's Cost Containment Program manual which is incorporated herein as Appendix 2.

DISCLAIMER

These rules are not all inclusive and do not replace other safety and precautionary measures that cover usual or unusual conditions. If these rules, in any way, conflict with any state, local or federal statute or regulation, said statute or regulation shall supersede these rules and it shall be the responsibility of each employee to comply herewith.

THE BOTTOM LINE

The most effective safety device is you. **THINK** about the potential hazards in each situation and keep yourself safe. Don't depend on anyone else for your own safety - take care of yourself. Take Calco's safety program stated in this policy seriously and attend all safety training meetings and retain all safety training material provided.

Jamie L. Bates, President

Date

form #20101