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COMPANY POLICY LETTER

SAFETY AND HEALTH POLICY FOR WALLTEK SYSTEMS LLC

The purpose of this policy is to develop a high standard of safety throughout all operations of

WALLTEK SYTEMS LLC

We believe that each employee has the right to derive personal satisfaction from his/her job and the prevention of occupational injury or illness is of such consequence to this belief that it will be given top priority at all times.

It is our intention here at Walltek Systems LLC to initiate and maintain complete accident prevention and safety training programs. Each individual from top management to the working person is responsible for the safety and health of those persons in their charge and coworkers around them. By accepting mutual responsibility to operate safely, we will all contribute to the well being of personnel.

+ 5

(Kevin Sagastume, President)



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Safety Program Outline

Safety Orientation: Each employee will be given a safety orientation when first hired. The orientation will cover the following items:

A description of the accident prevention program:

- We have a formal written accident prevention program as described in WISHA regulations (WAC 296-155-110). It consists of this safety orientation, safety meetings, and Self-inspections.
- We also have basic safety rules that all employees must follow. They are:
- Never do anything that is unsafe in order to get the job done. If a job is unsafe, report it to your supervisor or foreman. We will find a safer way to do that job.
- Do not remove or disable any safety device! Keep guards in place at all times on operating machinery.
- Never operate a piece of equipment unless you have been trained and are authorized.
- Use your personal protective equipment whenever it is required.
- Obey all safety warning signs.
- Working under the influence of alcohol or illegal drugs or using them at work is prohibited.
- Do not bring firearms or explosives onto company property.
- Horseplay, running and fighting are prohibited
- Clean up spills immediately. Replace all tools and supplies after use. Do not allow scraps to accumulate where they will become a hazard

How and when to report injuries, including first aid kits and their locations:

- If you are injured or become ill on the job, report this to your immediate supervisor.
 - If first aid personnel are involved in a situation involving blood, they should:
 - Avoid skin contact with blood/other potentially infectious materials by letting the victim help as much as possible, and by using gloves provided in the first aid kit.
 - Remove clothing, etc. with blood on it after rendering help.
 - Wash thoroughly with soap and water to remove blood. A 10% chlorine bleach solution is good for disinfecting areas contaminated with blood (spills, etc.).
 - Report such first aid incidents within the shift to supervisors (time, date, blood presence, exposure, names of others helping).
- First aid kit locations at this jobsite include:
 - Supervisor Vehicles

Temperature Extremes

To avoid heat stress, employees working under high temperatures should:

Hydrate, hydrate. You should be drinking water or other fluids every 15 – 20 minutes. Cool water should be your main source of hydration. Sports drinks (i.e. Gatorade, Powerade, etc.) and coconut water are also good for restoring electrolytes. Adequate drinking water will be supplied at each job site.

Dress for success. Light-colored, loose-fitting and lightweight clothing is the way to go. Natural fiber clothing such as cotton is always a good choice because it's breathable and absorbs moisture well. You can also apply a cool, wet cloth to pulse points on your body such as the neck, wrists and elbows.

Made in the shade. Whenever you are feeling overheated or presenting symptoms of heat stress you should take at least a 5-minute break in a shaded area. This is also a great time to rehydrate if you haven't already done so.

Lather on the sunscreen. Whenever you are working outdoors you should be using sunscreen. Even on cloudy and overcast days, ultraviolet (UV) rays can reach you and cause sunburn. Try to find a sunscreen that is either sweat-proof or waterproof to help ensure that you don't sweat it all off in the first few minutes of work.

Keep cool. Helping your body maintain a stable internal temperature is vital in avoiding a heat-related illness. Once the air temperature gets near or above normal body temperature the blood circulated to your skin can't lose heat. This causes you to sweat, but that's not enough to cool your body if the humidity won't allow the sweat to evaporate.

To avoid cold stress, employees working under low temperatures should:

Dress for success. Helmet liners under a hard hat are very effective at preserving neck and head heat. Fleece lined fabric is very comfortable and a good insulator. Keep spares on hand and wash the liners regularly. The hard hat breaks the wind and allows the liner to do its job; it's a very effective assembly. Wear warm, safety gloves. Double layer thermal socks and insulated boots – good idea if you're going to be standing or walking on cold surfaces

Moisturize! Use skin creme, moisturizer, barrier creams, etc. on any exposed skin. You are basically trying to ward off hypothermia and avoid frostbite on any exposed skin, so cover as much as possible.

What to do in a fire emergency:

- If you discover a fire, tell another person immediately. Call 911 and a supervisor.
- If the fire is small (such as a wastebasket fire) and there is minimal smoke, you may try to put it out with a fire extinguisher.
- If the fire grows or there is thick smoke, do not continue to fight the fire.
- Tell other employees in the area to evacuate.
- Go to the designated assembly point outside the building.
- Fire extinguishers are located in the supervisor vehicles.

Personal Protective Equipment

Required personnel protection equipment (PPE) must be worn at all times when on construction sites. High visibility safety vests with reflective striping are required when employees are exposed to vehicular traffic. In the absences of vehicular traffic, high visibility shirts should be worn at all times. All workers must wear shirts with sleeves, long work pants, and sturdy work shoes or boots when working on a construction or renovation site. Sleeveless or tank top shirts, short pants, sweatpants, sneakers, sandals, and high-heeled or open-toed shoes are not permitted.

Eye and Face Protection

- Safety glasses or face shields are worn any time work operations can cause foreign
 objects to get in the eye. For example, during welding, cutting, grinding, nailing (or when
 working with concrete and/or harmful chemicals or when exposed to flying particles).
- Eye and face protectors select based on anticipated hazards.

Foot Protection

- Construction workers should wear work shoes or boots with slip-resistant and punctureresistant soles.
- Safety-toed footwear is worn to prevent crushed toes when working around heavy equipment or falling objects.

Hand Protection

- Gloves should fit snugly.
- Workers should wear the right gloves for the job (examples: heavy-duty rubber gloves for concrete work; welding gloves for welding; insulated gloves and sleeves when exposed to electrical hazards).

Head Protection

- Wear hard hats where there is a potential for objects falling from above, bumps to the head from fixed objects, or of accidental head contact with electrical hazards.
- Hard hats routinely inspect them for dents, cracks or deterioration; replace after a heavy blow or electrical shock; maintain in good condition.

Hearing Protection

Use earplugs/earmuffs in high noise work areas where chainsaws or heavy equipment are used; clean or replace earplugs regularly.

Safety Meetings and Self-Inspections

Employee Safety Meetings

- At the beginning of each job and at least biweekly thereafter.
- Review of any walk-around safety inspections conducted since the last safety meeting.
- Review of any citation to assist in correction of hazards.
- Evaluation of any accident investigations conducted since the last meetings to determine if the cause of the unsafe acts or unsafe conditions involved were properly identified and corrected.
- Document attendance and other subjects discussed.

Self-inspections

- At the beginning of each job, and at least weekly thereafter.
- Include one member of management and one employee, elected by the employees, as their authorized representative.
- Document walk-around safety inspection.

Safety Disciplinary Policy

Walltek Systems believes that a safety and health Accident Prevention Program is unenforceable without some type of disciplinary policy. Our company believes that in order to maintain a safe and healthful workplace, the employees must be cognizant and aware of all company, State, and Federal safety and health regulations as they apply to the specific job duties required. The following disciplinary policy is in effect and will be applied to all safety and health violations.

The following steps will be followed unless the seriousness of the violation would dictate going directly to Step 2 or Step 3.

- 1. A first time violation will be discussed orally between company supervision and the employee. This will be done as soon as possible.
- A second time offense will be followed up in written form and a copy of this written documentation will be entered into the employee's personnel folder. Time off without pay (3 day minimum).
- 3. A third time violation will result in termination.

If an employee of this company knowingly and willingly violates any of the safety rules or procedures, or puts his/her self in an imminent danger situation, the employee will be immediately discharged.

Housekeeping

- Always store materials in a safe manner. Tie down or support materials if necessary to prevent falling, rolling, or shifting.
- Shavings, dust scraps, oil or grease should not be allowed to accumulate. Good housekeeping is a part of the job.
- Trash piles must be removed as soon as possible. Trash is a safety and fire hazard.
- Immediately remove all loose materials from stairs, walkways, ramps, platforms, etc.
- Do not block aisles, traffic lanes, fire exits, gangways, or stairs.

Other general safe work practices

- Avoid shortcuts use ramps, stairs, walkways, ladders, etc.
- Do not remove, deface or destroy any warning, danger sign, or barricade, or interfere
 with any form of accident prevention device or practice provided for your use or that is
 being used by other workers.
- Get help with heavy or bulky materials to avoid injury to yourself or damage to material.
- Do not use tools with split, broken, or loose handles, or burred or mushroomed heads. Keep cutting tools sharp and carry all tools in a container.
- Know the correct use of hand and power tools. Use the right tool for the job.
- Proper Job Lighting: General Contractor is responsible for providing a safe and lit work
 place for all subcontractors. If general contractor refuses to properly install temporary
 lighting, employees can refuse and have the right to not enter the premises until proper
 lighting has been installed.

Fall protection

- Fall hazards of 10 feet or more will be outlined and addressed in our jobsite fall protection work plan.
- Fall hazards of less than 10 feet will be protected by covers, guardrails or other methods and will be addressed in our self-inspections and safety meetings.
- Standard guardrails must be erected around all floor openings and open-sided surfaces.
 Contact your supervisor for the correct specifications.

Electrical

- Ground-fault circuit interrupters (GFCI) will be used when ever possible.
- Electric cords will be inspected daily and repaired or replaced as necessary.
- Do not operate any power tool or equipment unless you are trained in its operation.
- Use tools only for their designed purpose.

Ladder safety

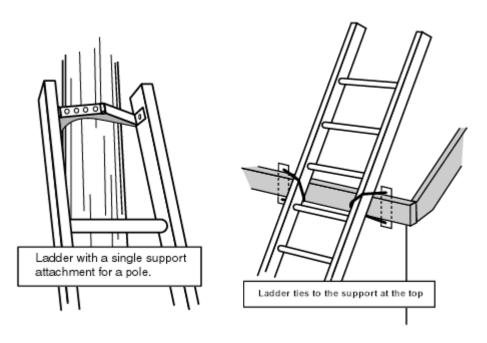
- Inspect before use for physical defects.
- Ladders are not to be painted except for numbering purposes.
- Do not use ladders for skids, braces, workbenches, or any purpose other than climbing.
- When you are ascending or descending a ladder, do not carry objects that will prevent you from grasping the ladder with both hands.
- Always face the ladder when ascending and descending.
- If you must place a ladder over a doorway, barricade the door to prevent its use and post a warning sign.
- Only one person is allowed on a ladder at a time.
- Do not jump from a ladder when descending.
- All joints between steps, rungs, and side rails must be tight.
- Safety feet must be in good working order and in place.
- Rungs must be free of grease and/or oil.

Stepladders

- Do not place tools or materials on the steps or platform of a stepladder
- Do not use the top two steps of a stepladder as a step or stand.
- Always level all four feet and lock spreaders in place.
- Do not use a stepladder as a straight ladder.

Straight type or extension ladders

- All straight or extension ladders must extend at least three feet beyond the supporting object when used as an access to an elevated work area.
- After raising the extension portion of a two or more stage ladder to the desired height, check to ensure that the safety dogs or latches are engaged.
- All extension or straight ladders must be secured or tied off at the top.

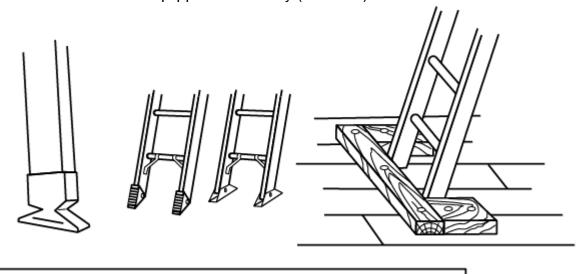


• All ladders must be equipped with safety (non-skid) feet.

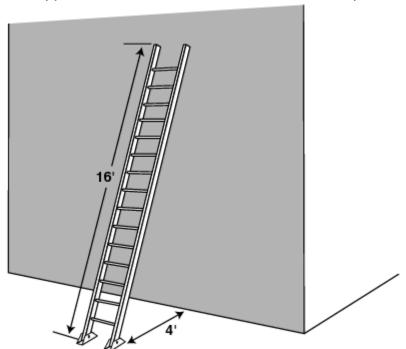
Spikes

Ladders with supports on the bottom.

Rubber Safety Feet



Cleats Nailed to the Floor Portable ladders must be used at such a pitch that the horizontal distance from the top support to the foot of the ladder is about one-quarter of the working length of the ladder.



Scaffold Safety Rules

1. General

Before starting work on a scaffold, inspect it for the following:

- a. Are guardrails, toeboards, and planking in place and secure?
- b. Are locking pins at each joint in place?
- c. Are all wheels on moveable scaffolds locked?
- 2. Do not attempt to gain access to a scaffold by climbing on it (unless it is specifically designed for climbing always use a ladder.
- 3. Scaffolds and their components must be capable of supporting four times the maximum intended load.
- 4. Any scaffold, including accessories such as braces, brackets, trusses, screw legs, ladders, etc., damaged or weakened in any way, must be immediately repaired or replaced.

- 5. Scaffold planks must extend over their end supports not less than 6 inches or more than 12 inches, unless otherwise specifically required.
- 6. Scaffold platforms must be at least 18 inches wide unless otherwise specifically required or exempted.
- 7. Where persons are required to work or pass under the scaffold, scaffolds shall be provided with a screen between the toeboard and guardrail, extending along the entire opening. The screen must be made of No. 18 gauge U.S. Standard wire, ½ inch mesh or equivalent protection.
- 8. All scaffolds must be erected level and plumb, and on a solid footing.
- 9. Do not change or remove scaffold members unless authorized.
- 10. Do not allow workers to ride on a rolling scaffold when it is being moved. Remove or secure all materials and tools on deck before moving.
- 11. Do not alter any scaffold member by welding, burning, cutting, drilling, or bending.

Motorized vehicles and equipment

Employees must be forklift and boom lift certified to operate said equipment.

- Do not ride on motorized vehicles or equipment unless a proper seat is provided for each rider.
- 2. Always be seated when riding authorized vehicles (unless they are designed for standing).
- 3. Do not operate any motorized vehicle or equipment unless you are specifically authorized to do so by your supervisor.
- 4. Always use your seat belts in the correct manner.
- 5. Obey all speed limits and other traffic regulations.
- 6. Always be aware of pedestrians and give them the right-of-way.
- 7. Always inspect your vehicle or equipment before and after daily use.
- 8. Never mount or dismount any vehicles or equipment while they are still in motion.
- 9. Do not dismount any vehicle without first shutting down the engine, setting the parking brake and securing the load.
- 10. Do not allow other persons to ride the hook or block, dump box, forks, bucket or shovel of any equipment.
- 11. Each operator must be knowledgeable of all hand signals and obey them.

12. Each operator is responsible for the stability and security of his/her load.

Forklift safety

Prior to performing work on or around Powered Industrial Trucks (forklifts) employees will receive training in: (See State of Arizona – Forklift Safety Guide).

- Forklift safety hazards
- Types of forklifts (powered industrial trucks)
- Forklift operator training requirements

Job Orientation Guide

This checklist is a guideline for conducting employee safety orientations for employees new to Walltek Systems LLC. Once completed and signed by both supervisor and employee, it serves as documentation that orientation has taken place. Date	Comp Train Date	-	Walltek Systems LLC	Hire Date:			
1. Explain the company safety program, including: Orientation On-the-job training Safety meetings Accident investigation Disciplinary action 2. Use and care of personal protective equipment, (Hard hat, fall protection, eye protection, etc.) 3. Line of communication and responsibility for immediately reporting accidents. A. When to report an injury B. How to report an injury c. Who to report an injury on the tore port and training on the tore port and injury on the port and injur					t orientation has	taken place.	
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both the supervisor and the employee accept responsibility for maintaining a safe and healthful work environment.	The sig	gnatures b e supervis	elow document that the appropriate or and the employee accept respon	e elements have been discussed to the nsibility for maintaining a safe and he	he satisfaction of ealthful work env	both parties, and tha	ıt
Date: Supervisor's Signature:	Date:		Supe	rvisor's Signature:			
Date: Employee's Signature:	Dete		Paral	avaa'a Cignatura			

FALL PROTECTION WORK PLAN

COMPAN	NY:	DATE:	_	
SITE ADI	DRESS:		TITI C.	
REPORT	PREPARED BY:		TITLE:	
1)				
2) 3)	ACTIVITIES:	RDS IN THIS AREA:		
		(DO IIV 11110 / IIVE / II.		
				_
4)	CHECK THE METHOD OF I	FALL RESTRAINT OR ARREST	ΓΟ BE UTILIZED:	
	DARD GUARDRAIL	慌FULL BODY HARNESS		SCISSOR LIFT
	RED TO EXISTING STRUCTURE K ABSORBING LANYARD	慌TIE-OFF POINT CAPABLE OF 5000 慌RETRACTABLE LANYARD		BOOM LIFT FORKLIFT BASKET
	FOLD W/GUARDRAIL IING LINE	慌OTHER (SPECIFY) 慌WARNING LINE & SAFETY MONITO	OR (See WAC 296-155-2	24521)
5)	DESCRIBE PROCEDURES	FOR ASSEMBLY, MAINTENANC		
0)	THE SYSTEM (IF ADDITION	NAL SPACE IS REQUIRED, COM		
	OR ATTACH A SEPARATE	SHEET.)		
6)		FOR HANDLING AND SECURIN		
		OVIDING OVERHEAD PROTECT MPLETE ON THE BACK OF THIS		
	, , , , , , , , , , , , , , , , , , , ,			
7)		FOR PROMPT, SAFE REMOVAL	OF INJURED WOR	RKER(S):
	(Calling 911 is not sufficient a	as a means of rescue)		
8)		ECEIVED FALL PROTECTION OF	RIENTATION INCL	UDING THE MATERIA
	COVERED IN THIS FALL PI	ROTECTION WORK PLAN.		
	EMPLOYEE NAME:		DATE:	
			-	

Attendance Form Safety Meeting Sign in Sheet

Date:			
Trainer:		Location:	
□Injuries and First Aid □Fire Emergencies □Safety and Self-Inspections	□Temp □Perso □Fall F	scussed in the safety meeting perature Extremes onal Protective Equipment Protection	
□Electrical □Motorized Vehicles and Equipment		er and Scaffold Safety Rules	
Print Name		Signature	
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Walk-around Safety Inspection

	Power lines : Minimum 10' clearance / insulate – de-energize, under 50 kw; over 50 kw – refer to Chapter 155
	Trench/excavation: Any trench four feet or must be sloped, shored or braced
	Guardrails: Any opening four feet or more above ground level must be guarded
	Standard guardrail : Top rail = 39" to 45" above working surface. Midrail = halfway between top rail and floor. Toeboard = 4".
	Scaffold: Fully planked
	Scaffold: Fall protection provided if fall hazards over 10 feet exist
	Stairs: Four or more risers must have handrails
	Fall protection : Any exposure to fall hazards of 10' or greater must be eliminated by the use of safety harness/belt, lanyard or lifeline, horizontal lines, or cantenary lines. Positive fall restraint/protection must be utilized at all times. Two lanyards may be necessary at the beam/upright traverse points. No exposure at any time is allowed. Fall protection work plan : Job specific, in writing; available on-site for all fall hazards above 10'.
	Open belts and pulleys, chains and sprockets, points of operation must be guarded to preven
Ш	accidental contact. Air compressors and electric motor pulleys are the most common hazards.
	Radial saws : Cutting head must return easily to start position when released; blade must not extend past the edge of the worktable; off/on switch should be at front of operator's position.
	Table saws: Upper hood guard; anti-kickback, push stick, belt and pulley guarded
	Circular saws: Blade guard instantly returns to covering position
	Never wedge or pin a guard.
	Ladders: Extended 36" above landing and secured to prevent displacement
	Floor holes/openings: Covered and secured; be sure no tripping hazards in the area.
	Extension cords/electric power tools: Marked/covered by Assured Grounding Program
	Clothing : Minimum of short sleeve shirts, long pants, and substantial footwear; no recreational
	shoes Hard hats: readily accessible at all times; worn when overhead hazard exists
	Oxygen/acetylene storage areas: Cylinders chained and separated
	Personal protective equipment: Head, eye, ear, respiratory, and leg protection – high visibility
	vests when required
	Housekeeping: Workers are responsible for their own area of exposure
	First aid/fire extinguishers: Available and readily accessible
Oth	er hazards observed:
Sup	pervisor's signature Date
·	

Equipment Safety Inspection Checklist

Date:					
Project:					
Equipment:					
All guards and fend Brakes Lights – front, rear Back-up alarm – h	, side, dash		OK OK OK OK	N	Needs Repair Needs Repair Needs Repair Needs Repair
Ladders, stairs, ha ROPS (Roll-over p Seat belts Fire extinguisher Glass			OK		Needs Repair Needs Repair Needs Repair Needs Repair Needs Repair
Tires Electrical cords Ground fault circuitelectrical hand too	ls .		OK OK OK OK		Needs Repair Needs Repair Needs Repair Needs Repair
Powder actuated to Condition of pneur Other Items Checker	matic hand too	ols	OK OK		Needs Repair Needs Repair
Oil level and leaks Hydraulic oil level and	_ OK	Needs Repair Needs Repair		_ Add	_ Change _ Change
leaks Anti-freeze level and leaks	_ OK	Needs Repair		_ Add	_ Change
Fuel level and leaks	_ OK	Needs Repair		_ Add	_ Change
First aid kit	_ ок	Needs Repair		Add	_ Change
Repaired by:					_
Checked by:					_



Department of Labor & Industries – DOSH Services

Framing Emphasis Checklist - Safety

Report Number:

Employer	Report Number:			
CSHO Name:	Date of inspection:			
		YES	NO	N/A
CONTRACTOR REGISTRATION				
Did employer have valid contractor's Registration?	Lic #:			
FALL PROTECTION				
Is fall protection used when exposed to 10' fall hazard?	155-24510			
Are fall protection anchorage points installed properly?	155-24510(2)(a)(ix)			
Is fall protection work plan available and implemented?	155-24505(1)			
LADDERS / STAIRWAYS				
Stairway installed before 2 nd floor studs raised?	155-477(1)(f)(i)			
Guardrail and handrail on stairways with 4 or more risers?	155-477(3)(a)(i)			
Ladders extend 3 ft beyond upper landing?	876-40030			
Ladders used for purpose they were designed for?	876-40005			
Top of ladder used as step?	876-40050			
Defective ladder marked and removed from service?	876-30005			
Ladder/stairway safety training program implemented?	876-50005			
GUARDING				
Hand-held power circular saws properly guarded?	155-370(2)			
Table saws properly guarded?	155-370(3)(a)			
Radial saws properly guarded?	155-370(4)(a)			
Power miter saws properly guarded?	155-370(7)			
Pneumatic nailer/stapler have safety device on muzzle?	155-360 (2) (c)			
STRUCTURE CONSTRUCTION				
Walls braced to prevent collapse?	155-035(8)			
Scaffolds fully planked and guarded?	874-20008 & 874-20052			
Floor openings guarded (12" or more)?	155-505(4)(a)			
Wall openings guarded by standard railing or equivalent?	155-505(5)(a)			
Open sided surfaces guarded by standard railing or equivalent?	155-505(6)(a)			

155-476(1)

155-515(1)

155-205(2)

155-205(3)

155-215(1)(a) & 155-350 (3)

Stair or ramp provided for break in elevation >19"?

PERSONAL PROTECTIVE EQUIPMENT (PPE)

Hard hats used when exposed to flying or falling objects?

Ramp used for access is at least 18" wide?

Individual hard hats available on site?

Eye protection worn?

Suitable clothing -short sleeved shirt and long pants worn?	155-200(2)(a)		
Proper footwear worn?	155-212		
Is leg protection used during chainsaw usage?	155-211		
ELECTRICAL			
Extension cords with ground pin?	155-447(6)(f)		
Extension cords free of improper splices?	155-449(7)(b)(iii)		
Multi-outlet J-Box are waterproof?	155-449(1)(a)(iii)		
GFCI or assured grounding program?	155-447 (2) (a) (i)		
RELATED PROGRAM REQUIREMENTS			
Is the APP tailored to the business and hazards involved?	155-110 (2)		
Does the employer provide safety orientations?	155-110 (3)		
Is the APP outlined in written format?	155-110 (4)		
Is a Crew Leader-Crew Safety meeting held at beginning			
of job & weekly thereafter?	155-110(5) (a)		
Are safety meetings tailored to the operations?	155-110 (5) (b)		
Are safety meetings documented?	155-110 (6) (d) & (e)		
Are safety walk-around inspections conducted at the			
beginning of the job and weekly thereafter?	155-110 (9) (a)		
Are walk-around inspections documented and available			
for inspection?	155-110 (9) (b)		
FIRST-AID			
Are first-aid supplies available on-site?	800-15020		
Is there a first-aid trained person or persons on site?	155-120(2)		
Are crew leaders and supervisors first aid trained?	155-120(3)		
HOUSEKEEPING			
Is proper housekeeping maintained at the jobsite?	155-020 (1) through (12)		
SANITATION			
*Adequate supply of potable water provided?	155-140(1)(a)		
*Toilets provided and maintained at jobsite?	155-140(4)(b)	<u>& 155-1</u>	40 (4) (d)
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^{*} Does not apply to mobile crews or normally unattended work locations per WAC 296-155-140 (1) (g) & (h). Mobile crew is defined as "A work crew that routinely moves to a different work location periodically. Normally a mobile crew is not at the same location all day."