

Garmong Construction Services					
<i>EMPLOYEE SAFETY POLICY HANDBOOK – Program and Goals</i>					
Last Revised:	January 25, 2012	By	Douglas Mahurin, MS, CSP	This Copy Printed:	1/31/2012 4:21:00 PM

Safety Program and Goals

Garmong's goal in safety is one of simplicity, that is, "make Garmong a safe place to work." The individual goal of each job site is to have "zero incidents" on that job from start up to completion. Until this happens on each and every job Garmong must measure all jobs together as a company.

In this realm, Garmong has established these goals:

1. Provide worksites where no recordable incidents occur in 2012.
2. Enjoy 100% Superintendent participation in the company safety program.
3. Remain up to date on OSHA required safety training for our leadership and craftsmen.
4. Improve our coaching and mentoring skills so that we are adequately preparing our next generation of craftsmen.
5. For each superintendent to raise to the next level in the safety awards program each year.

Care must be taken so that measures of Garmong's program are true weights of the company's safety:

1. No accident costs will be paid by the company to lower E.M.R. issued by Garmong's insurance company.
2. Care must be taken to insure the "Light Duty" program is used to help an injured employee and not hide "lost work days."

It should be noted that Garmong, at no time, shall not compare its programs numeric values to those of the industry. Garmong must compare its safety achievement against the goals and values it has set to obtain. These values must always be higher than the industry average.