



Safety Vision Statement

At Blazona Concrete Construction we maintain a safe and effective work environment for all. Company management and supervisors share the responsibility of establishing a safe work environment whether it is in the office or on a job site. Site supervisors will identify hazards and enforce company safety policies on the job to eliminate unsafe conditions. Office employees will follow a similar method and will be expected to enforce good housekeeping and ergonomics. Employees are responsible for following safety policies, best practices, and procedures to identify, report, and correct any potential hazards in the workplace. The Safety and health of our employees is an integral part of all company processes. Blazona Concrete Construction's top priority and goal is to create a safety-first mindset with our employees.

J. Dennis Blazona President

Adrian J. Vela Safety Manager

TRAINING / INSTRUCTION

Training will be provided upon hiring, when new policies or procedures are implemented, when a new job hazard is identified, when a new tool, piece of equipment or material (substance) is required to perform a job task. Training will also be provided before a new task or assignment. Managers, Supervisors, and employees will be trained on near misses as they happen, frequent accidents, and job hazards. Training will develop an understanding of how to observe, correct, and address job hazards to maintain a safe work environment. Training will promote safety communication, encourage safety suggestions, make employees aware of job hazards, and provide employees with an active role in safety. A copy of the code of safe practices and IIPP will be provided on the date of hire.



POLICY STATEMENT ON SAFETY

The management of this company is very interested in working with you to provide a safe place in which to work. The prevention of accidents and injuries to our employees is the prime objective.

All company personnel are expected to take an active and continuous interest in the prevention of accidents. Employees are expected to use safe work practices to preserve their own health and safety as well as fellow employees. In order to maintain a successful safety program, all employees must do their part to minimize accidents.

Please show your support by demonstrating the following:

1. OBSERVING COMPANY SAFETY RULES.
2. KEEPING WORK AREAS FREE OF UNSAFE CONDITIONS.
3. AVOIDING AND ELIMINATING UNSAFE ACTS.
4. PROMPTLY REPORTING UNSAFE ACTS AND CONDITIONS.
5. REPORTING ALL ACCIDENTS IMMEDIATELY.

Accidents cause suffering and pain. We value each employee as individuals and hope you will cooperate with us in this important endeavor.

Any constructive criticism or suggestions toward improving safety on any of our jobs will be given prompt and careful consideration.

Sincerely,

BLAZONA CONCRETE CONSTRUCTION, INC.

J. Dennis Blazona, President

Adrian J. Vela, Safety Manager



Authority & Responsibility

Success in safety and injury and illness prevention can be achieved with active interest, participation, and accountability at all levels of the organization. Employees will be responsible for but not limited to the following safety responsibilities.

Management:

Commitment and participation in safety and maintaining the company safety program, establishing accountability, and avoiding a poor safety record by communicating a clear understanding of the safety policies. Attendance at company safety functions, review accident reports and safety activity. Provide support and set a good example by following company safety policies.

Safety Manager:

Maintain the company safety program by communicating a clear understanding of policies and procedures regarding safety implementation, monitoring, and revisions. Inform management of proposed safety and health recommendations. Provide safety trainings to managers, supervisors and employees when hired and when changes are introduced to the workplace. Compile and distribute safety and health information to employees. Conduct hazard inspections, work with Foreman to maintain job site safety, analyze accident investigations, and developing safety policies and procedures. Evaluate safety programs for effectiveness, coordinate safety activities and assure compliance with government regulations. Provide safety progress reports to management and supervisors to maintain active involvement at all levels.



Supervisors:

Have direct responsibility of employee safety. Supervisors will enforce safety rules, conduct safety inspections, and correct unsafe work practices and conditions. Provide training to new employees and existing employees when procedures or functions change. Prepare accident reports and implement and monitor corrective procedures. Ensure tools and equipment are in proper working order with all safeguards in place.

Employees:

Will abide safety rules, procedures, and follow the code of safe work practices to ensure their safety and the safety of others. Observe and report hazards to fellow employees and supervisors. Always wear proper PPE. Employees will not operate any tools or equipment prior to receiving training. Actively support the safety program and are encouraged to make suggestions or share concerns regarding safety.

COMMUNICATION

To maintain employee involvement, the company requires the Safety manager and Supervisors to clearly communicate safety instructions between management and employees regarding recognition, highlights, and changes to the program. Periodic safety meetings and weekly tailgate talks will be provided, and employees are encouraged to express concerns or make suggestions during these meetings. The safety officer will also use memos, postings, and payroll stuffers to communicate changes, improvements, or identified hazards. New employee safety orientation will be performed at the time of hiring and a copy of the Code of Safe Practices, and IIPP will be provided to the employee. Any employee expressing concern or submitting notification of a job hazard will not be discriminated against and can do so anonymously with any supervisor's truck or in the mail slot at each office location. All employee concerns will be brought to the Safety manager's attention and properly answered verbally or in writing as stated above.



HAZARD IDENTIFICATION AND ASSESSMENT

To assist in the identification and correction of hazards, the company has developed the following procedures. These procedures have been implemented to guard against injury from recognized and potential hazards in the workplace. As new hazards are identified, improved work procedures will be developed, and new procedures will be promptly incorporated into our Safety Manual. The following methods will be utilized to identify hazards in the workplace:

- Loss analysis of accident trends
- Accident Investigation – Hazard correction
- Employee observation and suggestions
- Outside agencies such as the fire department, insurance carriers, job Superintendents
- Periodic safety inspections – JHA (job hazard assessments)

Employee Observation

Supervisors and Foremen shall continually observe employees for unsafe actions, or conditions that develop and take corrective action as necessary.

Employee Suggestions

Employees are encouraged to report any hazard they observe to their supervisor. No employee will be disciplined or discharged for reporting any workplace hazard or unsafe condition. However, employees who do NOT report potential hazards or unsafe conditions that they are made aware of will be subject to disciplinary action.

COMPLIANCE

Compliance of the company Safety Policies, Manual, and IIPP is mandatory at all levels of employment. The following will be used to keep a clear understanding of all safety rules.

- Training and retraining
- Disciplinary action for not following safety rules and policies
- Safety recognition
- Observation by supervisors and other employees

Supervisors, including job Foreman, will monitor employee work methods and safety. The Safety Manager will observe the Supervisors and job Foreman methods of monitoring safety at



job sites. Employees are encouraged to observe and watch out for each other for hazards and safety concerns. Supervisors, job Foreman, and the Safety Manager are authorized to write up employees who have violated any company policy or procedure. An employee shall not be written up just because he or she was hurt in an accident.

Disciplinary course of action:

1. Verbal Warning
2. Written Warning - Training
3. Sit down evaluation with Supervisor and Management

The course of action above can change due to the severity of the violation. Failure to comply with safety policies can have a serious impact on everyone; it can result in death of themselves and others. At that time an investigation will be done with a complete evaluation of how the incident occurred along with the employee's safety history. All of this will be considered to determine the proper course of disciplinary action. When an employee has been observed in an unsafe act, he / she will be retrained in the proper method.

Failure to promptly report any on the job accident, injury, or hazard leading to an employee Injury is a serious violation of the Code of safe practices and will result in disciplinary action.

HAZARD CORRECTION & CONTROL

A hazard is any unsafe working condition, act, or substance that can cause bodily harm or result in injury or illness. To avoid hazards we complete the following procedures.

- JHA (job hazard assessment) a copy will be kept with the Foreman & Safety Manager
- Safety - Accident - Incident inspections with copies to Safety Manager
- Documented Corrective action taken and a safety talk regarding the correction
- Continues observation from Supervisors, job Foreman, and Safety Manager
- Identify job classes and their hazards common and not (ex. Chemical, Electrical, Fire or explosive, Ergonomics, are all safety hazards)

All Hazards and injuries will be reported, documented, and turned into Human Resource. The Safety Manager will investigate with all employees involved and Supervisors to find a root cause analysis of the incident to make the proper correction through training or change of method. Corrective procedure will be announced through safety talks, memo, and postings.



ACCIDENT ILLNESS INVESTIGATION

Managers, Supervisors, and Safety Manager will investigate all work-related accidents, incidents, illness, and injury in a timely manner. This includes near misses, damage to equipment, facilities, property, and or material. Investigations will start as soon as the designated individual is notified of the incident. The purpose of the investigation is to determine the root cause, so the proper corrective method can be taken to prevent future occurrence. This also helps monitor the types of accidents and job hazards we encounter so we can apply proper training. Implementation of these investigations promotes a well maintained and effective safety program for our employees.

Why do we investigate?

- To prevent or decrease the likelihood of similar accidents
- To identify and correct unsafe work practices, and hazards
- To identify the type of training needed

What type of incidents do we investigate?

- Fatalities
- Injuries Serious / Minor
- Damage to property – equipment – facilities – material
- Near misses

Procedure

A form with step-by-step instructions will guide you through the investigation. Upon being notified of an incident make sure the employee is given the proper attention and notify HR at the main office. Examine the scene as soon as possible and make sure no one else can get hurt or prevent further damage. Interview the employee depending on the severity you maybe only able to interview witnesses get a detailed description. What transpired before, during, and after the incident? If possible, take pictures draw diagrams or anything that will give a clear understanding of the incident. Make sure everyone signs and dates the form.



Then develop an analysis of what happened and determine the root cause. Was there not adequate training? Was it an unsafe work act? Was the wrong tool being used or wrong method? The focus must be on how the accident happened, and not just on the injury.

Now develop, implement, and maintain a corrective procedure to the incident to prevent future incidents.

HR will notify WC or insurance carrier of all incidents

Cal-OSHA will be notified immediately when serious injury or fatalities occur

Employees access to IIPP program

All Supervisors, Managers, and Crew Leaders are provided a company smart phone on the phone will be a Shared drive to our Safety Information i.e. IIPP, Code of Safe Practices, HIPP, Fleet and Driver Safety, etc. This site will contain both English and Spanish translations and will be available upon request of any employee to their Supervisor or Crew Leader.



RECORDKEEPING

The program administrator will ensure the maintenance of all Safety Program records, for the listed periods, including:

1. New Employee Safety Orientation forms	length of employment
2. Code of Safe Practices Receipt	length of employment
3. Disciplinary actions for safety	1 year
4. Safety inspections	2 years
5. Safety meeting reports	2 years
6. Safety Contact Reports	2 years
7. Accident Investigations	5 years
8. Federal or State OSHA log of injuries	5 years
9. Inventory of Hazardous Materials (if any)	every year
10. Employee exposure or medical records	Term of employment

Records are available for review at main office.



Accessible Safety Program

Access to Safety Program

Blazona Concrete Construction has made its safety program accessible to each employee by installing an app on our company provided smart phones. Every supervisor and Crew leader will be trained on how to access and provide our program to our employees upon request. The safety programs will be available for review and made available upon request. These programs will contain our IIPP (Injury Illness Prevention Program), HIPP (Heat illness prevention program), CPP (Covid-19 prevention program), and any other safety program requested.