

# Safety Philosophy

In keeping with this philosophy, we strive to remain on the cutting edge of industry safety standards and practices by maintaining our commitment to train and educate our employees so they may perform in the safest manner possible.

An example of our dedication to employee training is the certification of all of our safety, field, warehouse and project management staff with OSHA 30-hour training in Construction Safety.

Lehigh's proactive approach to a comprehensive Safety Program is as old as the company's 28 year history.

We do not consider safety to be a "priority" at Lehigh. It is much more than that to us; we consider safety to be a "core value." We realize that priorities change from time to time, but core values remain constant. Our dedicated focus on safety will never change.

Our commitment reaches well beyond our own company.

Lehigh is one of the few private companies in the Northeastern United States to have entered into an Alliance with OSHA. Since first executed in 2003, the goal of the alliance has been to educate the young and inexperienced. Lehigh has partnered with OSHA to visit high school, college and minority construction programs educating individuals on construction hazards and the best safety practices they should look for in a future employer.

We think it's our responsibility to create a high level of safety awareness amongst young people considering a career in construction. The more knowledge people have results in a higher level of safety.

The following three pages provide a specific outline of our safety program and how we implement it on a daily basis.

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Lehigh's safety philosophy remains unchanged year after year; to send everyone home safely to their families every day.  
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## Orientation of New Employees

Each new employee undergoes a formal orientation program that includes:

Face-to-face meeting with a company principal to review safety rules and resources available, exposures of the work to be performed and personal protection equipment, ect.

Employment physical examination including a Pulmonary Function test and drug/alcohol testing.

Close field monitoring to ensure that they not only understand the level of our safety commitment, but also actually perform their tasks in a safe manner.

Every employee achieves 30-hour OSHA training in Construction Safety.

## Site Safety Meetings

A formal documented inspection of all job sites is performed regularly by outside safety consultants and designated members of the Lehigh Safety & Risk Management Committee. At the close of the inspection, a brief meeting is held discussing the results.

Pre-construction meetings are conducted prior to tasks requiring additional safety coordination. In most cases, a detailed Job Safety Analysis is required so that every team member understands their responsibility in the safe performance of their tasks.

Unless an owner's on-site program takes precedence, Lehigh maintains its own Work Permit System for Lockout/Tagout and Confined Space Entry. Site superintendents sign permits before work can begin.



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## Mandatory Training Requirements

Material Handling  
Demolition  
Confined Space  
Fire Protection/Prevention  
Fall Protection  
HazCom  
Ergonomics  
Concrete & Soils  
Bloodborne Pathogens  
Cranes & Hoists  
Aerial Lifts/Scissor Lifts  
Forklift & Rough Terrain  
Fork Lifts

Safe Work Practices & PPE  
Into to OSHA  
Hand Tools  
Electrical Safety & Lockout/Tagout  
Scaffolds & Ladders  
Excavation  
Welding  
Multi-Employer Worksite Rules  
Lead & Asbestos  
Competent Person Responsibilities  
American Heart Association  
Slips, Trips and Falls

## Management Accountability

Lehigh's management and ownership are fully involved in the safety program. Our safety performance is evaluated by the president at company meetings.

An employee's safety audit score and safety performance are discussed at each annual review.

Lehigh provides safety training in our multipurpose training area.

For our industrial sector clients, Lehigh management researches an owner's plant safety record and has elected not to pursue bid invitations from those with questionable commitment to safety.

All employees have 30-hour OSHA training in Construction Safety.

The company maintains an excellent relationship with OSHA and regularly invites compliance officers to speak at the training seminars.

Every Lehigh employee is issued a copy of Lehigh's safety program, a MSDS binder and associated safety manuals. Each employee is responsible for having these items with them at all times. The manuals include step-by-step procedures for accomplishing challenging tasks, written procedures, work permit systems, site inspection policy and incident investigation procedures.

Through discussions with our Project Managers, we develop job specific programs for sites requiring specific attention.



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## Incident Reporting & Accident Investigation

All incidents or accidents are reported directly to the jobsite supervisor who then informs Management and the client. The President is copied on all safety incident reports.

This investigation focuses on fact-finding and determining root causes that need to be addressed . Corrective action is then implemented and disciplinary action is taken if necessary in order for Lehigh to maintain the required level of safety on our projects.

## Subcontractor Safety Program

Lehigh's subcontractors must also share our commitment to safety through jobsite inspections, safety meetings and disciplinary action.

Safety is taken into consideration at bid time. Unsafe subcontractors are not used regardless of bid price.

Pre-construction meetings are held with certain trades when work requires additional planning. Safe work practices are agreed upon at these meetings.

## Safety & Risk Management Committee

As a result of their commitment to safety, the Lehigh owners and management team created and oversee a company Safety & Risk Management Committee.

The purpose of the committee is to enlist employee involvement in safety issues. The committee will perform essential monitoring, education, investigation and evaluation of tasks and work to enforce established safety procedures at Lehigh and jobsites.

The committee meets monthly and is led by the Committee Chairperson. There are permanent and rotating members from both the office and the field.

