

## SECTION 26.0 | SUBCONTRACTOR MANAGEMENT

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The purpose of this program is to continue to improve subcontractor health, safety and environmental achievement and to create a standard for pre-qualification, assessment/selection and improvement of our subcontractors.

### 26.1 | General Requirements

Use of subcontractors must be pre-approved. Requirements for this approval include:

- Hindsight Electric, LLC safety department performs a formal safety review of the subcontractor.
- The scope of this safety review was appropriate based on the hazards and risk exposure.
- The subcontractor is (or will be) trained in Hindsight Electric, LLC's safety policies, expectations, and requirements.
- The subcontractor consents that they will follow Hindsight Electric, LLC's Drug and Alcohol policy and onsite safety rules through the work term.

**Do not use any subcontractor with a “non-approved” safety status on any job site.**

### 26.2 | Pre-Qualification of Subcontractors

Hindsight Electric, LLC will review the subcontractor's safety programs, safety training documents and safety statistics to pre-qualify them. Subcontractors will be pre-qualified using a criteria of safety metrics. The metrics and scoring consider:

- A review of responses to Subcontractor Safety Pre-Qualification Form and subcontractor safety program documents - 60% (Rated from 0-60 total points)
- A review of subcontractor safety training documents - 20% (Rated from 0-20 total points)
- A review of subcontractor safety statistics (i.e., TRIR, EMR, DART, Fatality Rate - 20% (Rated from 0-20 total points)

#### Evaluation Rating and Acceptance

The rating system of subcontractors has five designations:

- 90 points or greater = A – no restrictions.
- 85 to 89 points = B – A documented mitigation plan must be approved by Hindsight Electric, LLC Safety.
- 81 to 84 points = C – A documented mitigation plan must be approved by Hindsight Electric, LLC Safety and requires written management approval.
- 71 to 80 points = D – Must have a commitment meeting with subcontractor senior management present; a documented mitigation plan must be approved by Hindsight Electric, LLC. In regard to safety, requires written management approval; regardless of number of workers, trained subcontractor safety personnel must be on site during work.
- 70 points or less = F – do not use.

After evaluating and scoring subcontractors, company safety provides the scores/ranking to management. If the subcontractor does not progress sufficiently towards an acceptable mitigation plan (or other agreed upon criteria), Hindsight Electric, LLC has the right to change their status to “non-approved”.

### 26.3 | Subcontractor Involvement

While performing work at worksites, subcontractors must follow the work practices and systems described below:

1. Prior to beginning any work, attend a safety orientation, pre-job or kick-off meeting provided by company.
2. Observe employees for signs of substance abuse, reporting nonconformities to general contractor.
3. Ensure employees are adequately trained and competent to their work.
4. Take part in tailgate safety meetings, hazard assessments or job safety analysis and work-site safety inspections.
5. Conduct a pre-job safety inspection including equipment.
6. Take part in the Behavior Based Safety hazard reporting system.

7. Report any spills, injuries, property damage incidents, as well as any near misses.
8. Follow worksite and Owner Client safety rules.
9. Utilize applicable safety practices and processes.
10. After the job is complete, clean up and restore the worksite.
11. Always comply with regulations
12. Will conduct post job safety performance reviews for subcontractors.

## **26.4 | Subcontractor Safety**

Good communication is a necessary element of maintaining safety at construction sites. Communication among subcontractor groups must identify safety hazards and prevention practices that each brings to the worksite. Therefore, Hindsight Electric, LLC has implemented the contractor safety program for our worksites so that on-the-job injuries are minimized and work practices may be standardized. Please refer to Section 11.0 | Contractor Safety.