

*An unwavering
commitment
to the critical
elements of
a safe work
environment.*

*Lehigh's safety philosophy remains unchanged year after year
- send everyone home safely to their families every day.*

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 cards. Tim Janus, Lehigh's Director of Safety conducted the 30 hours of training in accordance with OSHA's course in Construction Safety and Health.

It has been worth the effort.

In the past year, Lehigh has accomplished some critical milestones in the construction industry.

In May we signed an Alliance with OSHA. Under this Alliance, high school and college level construction students will be educated in construction hazards and the best practices companies have implemented to reduce them.

In addition to the OSHA Alliance, as of May 2003 we have achieved over 1,000,000 man hours without a lost-time injury - since 1994.

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Our safety program is unique in the industry in several ways. We employ a full-time Director of Safety, Tim Janus, whose sole responsibility is to continue developing and enforcing safety. Every field employee attends bi-weekly training sessions which cover various safety topics and procedures.

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

EMR Rate of .76

Mandatory Training Requirements:

Material Handling	Safe Work Practices & PPE
Demolition	Intro To OSHA
Confined Space	Hand Tools
Fire Protection/Prevention	Electrical Safety & Lockout/Tagout
Fall Protection	Scaffolds & Ladders
HazCom	Excavation
Ergonomics	Welding
Concrete & Soils	Multi-Employer Worksite Rules
Bloodborne Pathogens	Lead & Asbestos
Cranes & Hoists	Competent Person Responsibilities
Aerial Lifts / Scissor Lifts	American Heart Association
Forklift & Rough Terrain	CPR & First Aid
Fork Lifts	Slips, Trips and Falls

A. Management Accountability and Commitment

Lehigh's management and ownership are fully involved in the safety program.

Lehigh employs a full-time Director of Safety who is an authorized OSHA trainer for construction and general industry, and a Safety Health & Environmental Compliance Network trainer.

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. An employee's safety performance and their individual audit score are a part of each annual review.

Lehigh provides 26 hours of safety training per year 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 Cards in Construction Safety.

All company personnel, including ownership, are offered and encouraged to maintain their certification in Red Cross CPR and Workplace First Aid. This program is fully funded by the company.

The company maintains an excellent relationship with OSHA and regularly invites officers to speak at training seminars. We are currently positioning ourselves to forge an alliance with OSHA .

Lehigh Safety Manuals and Haz-Com Manuals are at all jobsites. The manuals include step-by-step procedures for accomplishing challenging tasks, written procedures, work permit systems, site inspection policy and incident investigation procedures.

The Director of Safety monitors changes in Federal Regulations and updates all programs to the Safety Manual accordingly.

Through discussions with our Project Managers, the Director of Safety develops job specific programs for sites requiring specific attention.

B. Orientation of New Employees *Each new employee undergoes a formal orientation program that includes:*

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

Pre-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 receives 10-hour Construction Safety & Health OSHA Training Curriculum.

C. Site Safety Meetings

A formal, documented inspection of all jobsites is performed at least once a week. 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.



D. Incident Reporting & Accident Investigation

All incidents are reported directly to jobsite supervisor who then informs the Director of Safety.

The customer is notified of the incident.

The President is copied on all safety incident reports.

The Director of Safety and the Owner will investigate incidents with the supervisor and the injured employee.

This investigation focuses on fact-finding, and determining root causes that needs to be addressed. Corrective action is then implemented in order for Lehigh to maintain the required level of safety on our projects, our sub-contractors must also share our commitment to safety.

Subcontractors submit safety information yearly for Lehigh review.

E. Program for Monitoring Subcontractor Safety Program

Jobsite inspections, safety meetings, and disciplinary action also pertain to subcontractors.

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.

