MM ACQUISITIONSGROUP, LLC

SAFETY PROGRAM

V3.6.10.2024

PLUMBING/MECHANICAL SAFETY PROGRAM

SAFETY AND HEALTH POLICY

MM Acquisitions Group, LLC believes that NO JOB OR TASK IS MORE IMPORTANT THAN WORKERS' SAFETY AND HEALTH.

If a job represents a potential safety or health threat, every effort will be made to plan a safe way to do the task.

Every procedure must be a safe procedure. Shortcuts in safe procedures by either supervisors, job leads, or apprentice workers will not be tolerated.

If a worker observes any unprotected job, which may pose a potential threat to their safety or health, he/she will inform Management, and the Safety Administrator will take adequate precautions.

IF A JOB CANNOT BE DONE SAFELY, IT WILL NOT BE DONE.

SAFETY CONTACTS:

Lloyd LaFave
Safety Administrator
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Katie Hoyt
Human Resources
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SAFETY AND HEALTH OBJECTIVES

MM Acquisitions Group, LLC plans to achieve worker safety and health through the following:

- Using a Qualified Safety Administrator.
- Making Regular Job Site Safety Visits.
- Enforcing the Use of Safety Equipment.
- Following Safety Procedures and Rules.
- Providing On-Going Safety Training.
- Enforcing Safety Rules and Using Appropriate Discipline.
- Following all requirements and best practices of MIOSHA/OSHA

See Exhibit A** – Self-Inspection Checklist**

JOB SITE INSPECTIONS

MM Acquisitions Group, LLC's Safety Administrator or designated person will tour each job site and observe potential safety/health hazards, including the potential hazards of confined spaces and develop a plan for safeguarding this company's workers which may include the following:

- Removing the Hazard.
- Guarding against the Hazard as required by MIOSHA.
- Providing Personnel protective equipment and enforcing their use.
- Training Workers in Safe Work Practices.
- Coordinating protection of workers through other contractors.

A record of all Safety Inspections and Correctional Steps should be kept.

The SAFETY ADMINISTRATOR is the designated person to administer the safety and health program for MM Acquisitions Group, LLC. The responsibilities are as follows:

- Being Knowledgeable of potential job hazards.
- Assuring compliance with MIOSHA Safety and Health Standard requirements.
- Making regular Safety Inspections.
- Establishing Safety Procedures.
- Correlating regular safety training with personnel.
- Maintaining Safety Records.

JOB SAFETY TRAINING

1. After inspecting a job site, the safety/designated person will identify and evaluate all potential hazards for:
    a. Injury Severity Potential.
    b. Probability of an accident.
2. This person will also appraise the skill and knowledge level of exposed workers.
3. Appropriate Training will be given:
    a. Hazards will be pointed out.
    b. Necessary precautions will be explained.
    c. The higher the hazard the more detailed will be the training.
4. Required annual training for, at minimum, lead technicians and supervisors:
    a. Hot Works
    b. Arc Flash
    c. Lock Out/Tag Out
    d. Work from Heights/Fall Protection
    e. Confined Space
5. Suggested Trainings (not required)
    a. OSHA 10 or OSHA 30 for Supervisors
6. If a technician or supervisor regularly uses any type of lift equipment, the technician or supervisor must obtain a proper lift certificate/license.
7. Records will be maintained for all training sessions with the name of workers trained.

SAFETY DISCIPLINE

1. **THREE-STEP SYSTEM**
    - First Violation:
        - Written Warning: copy to employee and employee personnel file.
    - Second Violation:
        - Written Warning: Suspension for ½/full day without pay.
    - Third Violation:
        - Written Report for file and immediate Termination
2. **FOUR-STEP SYSTEM**
    - First Violation:
        - Oral Warning: notation for personnel file
    - Second Violation:
        - Written Warning: copy for File/ Personnel Office
    - Third Violation:
        - Written Warning: One-day Suspension without pay.
    - Fourth Violation:
        - Written Warning and one-week suspension, or termination if warranted.

A Record will be maintained on all Discipline.

PERSONAL PROTECTIVE EQUIPMENT

Personal protective equipment, or PPE, is any equipment used for the safety and protection of each employee, whether in the field or office. Each employee is responsible for using the PPE provided and communicating any additional PPE needs. PPE is imperative to one's safety! This is your first step in your own safety practice.

1. Head protection will be worn on job sites when there is potential of falling objects, hair entanglement, burning, or electrical hazards, and until drop or tile ceilings are in place.
2. Eye protection is to be on your person at all times and will be worn when there are potentials of hazards from flying objects or particles, chemicals, arcing, glare, or dust. If you must wear prescription eyeglasses, you may use safety side-shields – these can be requested by a direct manager, or the Safety Administrator.
3. Protective footwear shall be worn to protect from falling objects, chemicals, or stepping on sharp objects. Athletic or canvas-type, or open-toed shoes shall not be worn under any circumstances.
4. Protective Gloves or Clothing shall be worn when required to protect against a Hazard.
    a. HVAC Technicians may wear 3 finger gloves
    b. Must be worn during all installation or handling of sheet metal
5. Harnesses and Lanyards shall be utilized for fall protection as required by MIOSHA Safety Standards.
6. First Aid kits will be provided on each company owned vehicle for necessary use.
7. First Aid kits will be provided in each Gang Box located on larger or commercial work sites.

***See Exhibit B:** *Person Protective Equipment in Use**

FALL PROTECTION

The purpose of this program is to provide fall protection procedures to prevent injury to employees while performing work assignments at elevated levels.

Applies to all employees who have work assignments at work levels that exceed 6-feet in height; 10 feet on scaffolding.

**** When work is performed on a non-owned or operated site, the operator's program shall take precedence, however, this document covers employees and shall be used on owned premises, or when an operator's program doesn't exist or is less stringent.***

FACILITY/SITE EVALUATION

1. The facility/site will be assessed before each assigned job for potential fall hazards.
2. Proper fall arrest equipment will be used for jobs requiring fall protection when elimination of the hazard(s) is not possible.
3. This preliminary evaluation will detail the required steps for protecting employees from fall hazards.
4. A complete list of fall hazard locations and protective measures procedures will be maintained.

****When conventional fall protection is not used, and no other alternate methods have been implemented; our safety monitoring system is that our employees will work as a team to minimize risk.***

GENERAL FALL HAZARD CONTROL PROCEDURES (FALL PREVENTION)

**** Involve the Safety Coordinator (or proper personnel) early in the project planning/job planning so that they can recommend appropriate fall-protection measures and equipment.***

1. Fall protection is required whenever employees are potentially exposed to falls from heights of:
    a. 6-feet or greater to lower levels.
    b. 10 feet for work on scaffolding.
    c. 4 feet for work in general industry settings.
2. Use of guard rails, safety net, or personal fall arrest systems should be used when the standard methods of protection are not feasible, or a greater hazard would be created. Pre-inspection of systems before use is required.
3. All fall protection equipment will meet the requirements of applicable ANSI, ASTM, or OSHA requirements.

MINIMUM STANDARDS

1. The following are minimum standards for employee personal fall protection systems:
2. Connectors shall be drop forged, pressed or formed steel, or made of equivalent materials.
3. Connectors shall have a corrosion-resistant finish, and all surfaces and edges shall be smooth to prevent damage to interfacing parts of the system.
4. D-rings and snap hooks shall have a minimum tensile strength of 5,000 pounds.

5. D-rings and snap hooks shall be proof-tested to a minimum tensile load of 3,600 pounds without cracking, breaking, or taking permanent deformation.
6. Snap hooks shall be sized to be compatible with the member to which they are connected to prevent unintentional disengagement of the snap hook. Only a locking type snap hook designed and used to prevent disengagement of the snap hook by the contact of the snap hook keeper by the connected member shall be used.
7. Horizontal lifelines shall be designed, installed, and used, under the supervision on of a trained employee, as part of a complete personal fall arrest system, which maintains a safety factor of at least two.
8. Lanyards and vertical lifelines shall have a minimum breaking strength of 5,000 pounds. Where vertical lifelines are used, each employee shall be attached to a separate lifeline.
9. ***Lifelines shall be protected against being cut or abraded.***
10. Self-retracting lifelines and lanyards which automatically limit free fall distance to 2 feet or less shall be capable of sustaining a minimum tensile load of 3,000 pounds applied to the device with the lifeline or lanyard in the fully extended position.
11. Self-retracting lifelines and lanyards which do not limit free fall distance to 2 feet or less, rip stitch lanyards, and tearing and deforming lanyards shall be capable of sustaining a minimum tensile load of 5,000 pounds applied to the device with the lifeline or lanyard in the fully extended position.
12. Anchorages used for attachment of personal fall arrest equipment shall be independent of any anchorage being used to support or suspend platforms and capable of supporting at least 5,000 pounds per employee attached, or shall be designed, installed, and used as part of a complete personal fall arrest system which maintains a safety factor of at least two and under the supervisor on of a qualified person.
13. Systems used by an employee having a combined person and tool weight in excess of 310 pounds shall be modified to provide proper protection for such heavier loads.
14. The attachment point of the body harness shall be located in the center of the wearer's back near shoulder level, or above the wearer's head, except when climbing.
15. Body harnesses and components shall be used only for employee protection and not to hoist materials.
16. ***Personal fall arrest systems and components subjected to impact loading shall be immediately removed from service and shall not be used again for employee protection until inspected and determined by a competent person to be undamaged and suitable for reuse.***
17. Provide for prompt rescue of employees in the event of a fall or assure that employees are able to rescue themselves. *Use FieldMateAI for documentation of regular inspections.
18. Personal fall arrest systems shall be inspected prior to each use for wear, damage and other deterioration, and defective components shall be removed from service.
19. Personal fall arrest systems shall not be attached to guardrail systems, nor shall they be attached to hoists unless prior approval is obtained from a competent person.
20. If and when a personal fall arrest system is used at hoist areas, it shall be rigged to allow the movement of the employee only as far as the edge of the walking/working surface.

STOPPING A FALL (SELF-RETRACTING LIFELINES AND LANYARDS)

1. The arresting force on an employee stopped by a fall shall be limited to a maximum arresting force of 1,800 pounds when wearing a body harness.
2. The fall arrest system shall be rigged such that an employee can neither free fall more than 6 feet, nor contact any lower level.
3. The fall arrest system shall bring an employee to a complete stop and limit maximum deceleration distance an employee travels to 3.5 feet.
4. The fall arrest system shall have sufficient strength to withstand twice the potential impact energy of an employee free falling a distance of 6 feet, or the free fall distance permitted by the system, whichever is less.

PROTECTION FROM FALLING OBJECTS

1. When employees are required to work in the near vicinity of others working with materials, tools, or equipment at elevated levels, Barricades around the immediate area of the overhead work shall be erected to prohibit employees from entering the barricaded area.
2. Employees performing work at elevated levels shall keep tools, materials, and equipment away from the edge to keep potential objects from falling over the side. Where practical, tools, etc. shall be secured with rope, wire, etc. to keep them from falling.

PORTABLE LADDERS

1. Three-point climbing is required while ascending/descending ladders. While on ladders, both hands and one foot, or both feet and one hand shall always be in contact with the ladder.
2. Tools required to perform a task shall be transported by a mechanical carrier such as a tag line, suspended bucket or tool belt.
    a. Tools shall not be carried by hand while climbing.
    b. Hands must be free to grip the ladder.
    c. Tools shall not be carried in clothing pockets.
    d. Tools shall be pulled up to the job site only after reaching the area of work.
3. When work is to be performed from straight/extension ladders, fall protection shall be utilized when heights exceed 6 feet.
4. Straight ladders shall be tied off at the top to prevent them from moving. A second person shall steady the ladder at the base while it is being tied off at the top by another employee. Do not tie off fall protection equipment to the ladder. **Manlifts will be provided when feasible.**

STORAGE

A dedicated storage area shall be provided for the storage of fall protection equipment and all components. The storage area shall keep the equipment clean, dry, and free from oils, chemicals, paints, and excessive heat.

INSPECTIONS

Fall protection equipment shall be inspected before each use for wear, damage, other deterioration, or other defects.

ELEVATED PERSONNEL PLATFORMS

Work performed, regardless of the nature of the work, from personnel platforms raised by forklifts, cranes, scissor lifts, etc., shall require the use of a full body harness and shall be connected to the platform.

RESCUE

Prompt rescue of employees shall be provided in the event of a fall or shall assure the employees are able to rescue themselves.

The pre-planning stage prior to the beginning of each elevated work assignment shall be evaluated by the supervisor to provide rescue of employees involved in a fall.

FALL PROTECTION (SITE-SPECIFIC) PLAN

1. This option is available only to employees engaged in leading edge work who can demonstrate that it is infeasible, or it creates a greater hazard to use conventional fall protection equipment. The fall protection plan shall conform to the following provisions:
    a. The fall protection plan shall be prepared by a qualified supervisor and developed specifically for the site where the leading-edge work is being performed.
    b. The fall protection plan shall document the reasons why the use of conventional fall protection systems (guardrail systems, personal fall arrest systems, or safety net systems) are infeasible or why their use would create a greater hazard.
    c. The fall protection plan shall identify each location where conventional fall Protection methods cannot be used.
    d. These locations shall then be classified as controlled access zones.

MOBILE ELEVATED WORK PLATFORM

This procedure applies to ISI projects involving the use of scissors lifts, extensible boom platforms, aerial ladders, articulating boom platforms, vertical towers, or any combination thereof.

The purpose of this procedure is to require the safe use and proper operation of aerial lifts and scissors lifts.

REQUIREMENTS

1. Require that the manufacturer's operating instruction manual be available onsite.
2. Allow only trained, authorized personnel to operate aerial lifts.
3. Inspect the unit for unsafe conditions each day prior to use. At a minimum, the operator’s inspection should include the following:
    a. Operating and emergency controls
    b. Safety devices
    c. Personal protective devices

    d. Air, hydraulic, and fuel system leaks
    e. Cables and wiring harness
    f. Loose or missing parts
    g. Tire and wheel condition
    h. Placards, warnings, control markings, and operating manuals
    i. Outriggers, stabilizers, and other structures
    j. Guardrail systems
4. Units that have been damaged or weakened from any cause must be taken out of service until repairs are completed.
5. All leased lifts should be inspected upon delivery. Any deficiencies shall be reported immediately and shall not be used until the necessary repairs are made.
6. Test the lift controls each day to determine they are in safe working order.
7. Require that both lower and platform controls are plainly marked as to their function.
8. Survey the route to be traveled immediately prior to the work trip to check for overhead obstructions, holes in pavement, slopes, ditches, or other potential hazards.
9. When traveling in a lift, the operator shall maintain a safe speed according to job site conditions.
10. Traveling in an aerial lift shall only be in the fully lowered position unless all the following conditions can be met:
    a. The ground is level.
    b. Travel distance is less than 10 feet.
    c. Maintain a clear view of the support surface and route of travel.
    d. Ensure personnel in the work site area that may be affected are aware of the movement, communicating and maneuvering the aerial lift as required to protect against personal injury.
    e. Maintain a safe distance from overhead obstacles, debris, drop-offs, holes, depressions, ramps, and other hazards to ensure safe travel.
11. Stunt driving and horseplay is STRICTLY prohibited.
12. Wear fall protection in the form of a full body harness and lanyard attached to the manufacturer's prescribed anchorage point.
13. Fall protection is not required for scissors lifts utilizing standard guardrails unless specifically required by the manufacturer.
14. Stand firmly on the floor of the basket when working from an aerial lift.
15. Maintain good housekeeping on the work platform at all times. Platforms shall be free from accumulating debris, mud, grease, oil, and other slippery conditions.
16. Sitting or climbing on the edge of the basket and/or use of planks, ladders, or other devices for work position are prohibited.
17. Never exceed the boom and basket load limits set by the manufacturer.
18. Set the braking system before elevating the basket.
19. Install wheel chocks before using an aerial lift on an incline, provided they can be safely installed.
20. Operators and aerial lifts shall remain a minimum of 20 feet from energized electrical lines.
21. Electrically ground or barricade aerial lifts when working near energized lines or equipment and consider the lift to be energized equipment.

22. Do not pass equipment between a pole or structure and an aerial lift while an employee working from the basket is within reaching distance of energized conductors or equipment that are not covered with insulating protective equipment.
23. Do not operate lower controls unless permission has been obtained from the employee in the basket, except in case of emergency.
24. Alteration of the insulated portion of an aerial lift that may reduce the insulating value is not permitted.
25. Never field modify an aerial lift for uses other than those intended by the manufacturer

MAINTENANCE

1. A preventive maintenance program shall be established based on manufacturers' recommendations and/or experience gained from use of the equipment.
2. The program shall include procedures and a scheduling system for normal periodic maintenance items, adjustments, replacements, and repairs.
3. The program also shall ensure that records are kept, and unsafe test and inspection discrepancies are documented and corrected.
4. Before maintenance, adjustments, repairs, and replacements are initiated; the following safety precautions shall be taken:
    a. Tag equipment out of service.
    b. Move the piece of equipment to an area where maintenance will not interfere with other operations.
    c. Turn off all controls.
    d. Move main or emergency switch to OFF.
    e. Lock and tag switch in OFF position unless it is necessary to have power on to perform the maintenance task.
    f. When maintenance work is completed remove out of service tag and place the equipment back in service.

TRAINING

1. Only trained and authorized persons are allowed to operate an aerial lift. Training should include:
    a. Explanations of electrical, fall, and falling object hazards;
    b. Procedures for dealing with hazards;
    c. Recognizing and avoiding unsafe conditions in the work setting;
    d. Instructions for correct operation of the lift (including maximum intended load and load capacity);
    e. Demonstrations of the skills and knowledge needed to operate an aerial lift before operating it on the job;
    f. When and how to perform inspections; and
    g. Manufacturer's requirements.
2. Retraining. Workers should be retrained if any of the following conditions occur:
    a. An accident occurs during aerial lift use,
    b. Workplace hazards involving an aerial lift are discovered, or
    c. A different type of aerial lift is used.

d. Employers are also required to retrain workers who observe operating an aerial lift improperly.

DOCUMENTATION SUMMARY

1. File the following documents in the Project Health and Safety File
    a. Copy of the cover page of the Manufacturer's Operation Manual.
    b. Training documentation.

RESOURCES

OSHA Standard - Aerial Lifts - 29 CFR 1926.453

OSHA Standard - Mechanical Equipment (power distribution) – 29 CFR 1926.952

OSHA Standard - Overhead Lines - 29 CFR 1926.955

POWER LOCKOUT PROCEDURE

Lockout Procedures for MM Acquisitions Group, LLC

1. **PURPOSE:** The purpose of this procedure is to assure that employees are protected from unintended machine motion or unintended release of energy which could/may cause injury.
2. **MANAGEMENT RESPONSIBILITIES:**
    a. Each Supervisor shall train new employees and periodically instruct all of their employees regarding provisions and requirements of this lockout procedure.
    b. Each Supervisor shall effectively enforce compliance of this lockout procedure including the use of corrective disciplinary action where necessary.
    c. Each Supervisor shall assure that the locks and devices required for compliance with the lockout procedure are provided to their employees.
    d. Prior to setting up, adjusting, repairing, servicing, installing, or performing maintenance work on equipment, machinery, tools, or processes, the supervisor shall determine and instruct the employees of the steps to be taken to assure they are not exposed to injury due to unintended machine motion or release of energy.
3. **EMPLOYEES RESPONSIBILITIES:**
    a. Employees shall comply with the lockout procedure.
    b. Employees shall consult with their supervisor or other appropriate knowledgeable management personnel whenever there are any questions regarding their protection.
    c. Employees shall obtain and care for the locks and other devices required to comply with the lockout procedure.
4. **GENERAL:**
    a. The power source of any equipment, machine, tool, or process to be setup, adjusted, repaired, serviced, installed, or where maintenance work is to be performed and unintended motion or release of energy could cause personal injury, such a power source shall be locked out by each employee doing the work. Sources of energy, such

as springs, air, hydraulic and steam shall be evaluated in advance to determine whether to retain or relieve the pressure prior to starting the work.

b. Safety locks are for the personal protection of the employees and are only to be used for locking out equipment.
c. Safety locks, adapters, and "Danger Tags" can be obtained from a supervisor.
d. Equipment locks and adapters can be obtained from a plumbing supervisor. The sole purpose of the "Equipment" lock and adapter is to protect the equipment during periods of time when work has been suspended or interrupted. The locks are not to be used as a substitute for the employee's personal safety lock.
e. Personal locks shall contain a tag with the employee's name on it.
f. One key of every lock shall be retained by the employee to whom it was issued and the only other key to the lock shall be retained by the office.
g. Employees shall request assistance from their supervisor if they are unsure of where or how to lockout equipment.
h. Any questions concerning the lockout procedure should be directed to the employee's supervisor.

5. **LOCKOUT AND ISOLATING THE POWER SOURCE:**
    a. Equipment, machine, or processing main disconnect switches shall be turned off and locked in the off position only after the electrical power is shut off at the point of operator control. Failure to follow this procedure may cause arching and possibly an explosion.
    b. Equipment/tools connected to over a 110-volt source of power by a plug-in cord shall have a locking device applied to the plug attached to the cord leading to the machine to be considered locked out.
    c. Equipment/tools connected to a 110-volt source of power by a plug-in cord shall be considered locked out if the plug is disconnected and tagged with "do not start tag."
    d. After locking out power source, the employee shall try the equipment, machine, or process controls to ensure no unintended motion will occur; or test the equipment, machine, or process by use of appropriate test equipment to determine that the energy isolation has been effective.
    e. When two or more employees work on the same equipment, each is responsible for attaching their lock. Safety locks and adapters are to be fixed on levers, switches, valves, etc. in the nonoperative (off) position.
    f. An employee who is assigned to a job and upon arrival finds an "Equipment Lock," "Adapter," and "Danger Tag" affixed to the equipment shall take the following action:
        i. Affix their personal lock to the "Equipment Adapter."
        ii. Determine who placed the equipment out of service and contact all parties who have locks on the equipment to determine if the assignment to be performed would affect their safety. The assignment will proceed only if safe to do so with all parties involved.
        iii. Try the controls to ensure no unintended motion will occur before starting work or qualified personnel shall test the equipment, machine, or process by use of appropriate test equipment to determine that the energy isolation has been

effective. (Such testing equipment is only to be employed by trained qualified personnel.)

6. **PERFORMING TEST AND ADJUSTMENTS DURING LOCKOUT:**
    a. Power may be turned on when it is required to perform tests or adjustments. All of the rules pertaining to removing locks and restoring power shall be followed. The equipment or process shall again be locked out if it is necessary to continue work after completing the test or adjustments.
    b. If the employee leaves the job before its completion, such as job reassignment, the employee shall remove their personal lock and adapter and replace it with an "Equipment" lock and adapter. In addition, the employee will prepare and attach a "Danger Tag" indicating the reason the equipment is locked out (should more than one employee be assigned to the job, the last employee removing their lock will be responsible for affixing the "Equipment" lock, adapter, and the "Danger Tag.")
    c. Upon completion of the work, each employee will remove their lock, rendering the machine operable when the last lock is removed.
    d. The employee responsible for removing the last lock, before doing so, shall assure that all guards have been replaced, the equipment, machine, or process is cleared for operation, and appropriate personnel notified that power is being restored. This employee is also responsible for removing the "Equipment" lock and returning it to the supervisor.
7. **EMERGENCY SAFETY LOCK REMOVAL:** The Supervisor/designated person, will be authorized to remove an employee's lock under the following conditions:
    a. Receipt of a written request signed by the appropriate supervisor which shall state the reason the employee is not able to remove the lock.
    b. The supervisor is responsible for making certain all the requirements for restoring power are followed.

CONFINED SPACE ENTRY

No employee shall enter areas defined below without authorization:

1. A space that is NOT DESIGNED FOR CONTINUOUS employee OCCUPANCY; and
2. Is large enough and so configured that a person can bodily enter into and perform assigned work, and
3. Has LIMITED or RESTRICTED means for ENTRY or EXIT; and
4. May have a POSSIBLE HAZARDOUS ATMOSPHERE that may expose employees to the risk of death, incapacitation, impairment of ability to self-rescue caused by:
    a. Flammable Gas
    b. Airborne Combustible Dust
    c. Atmospheric Oxygen Concentration below 19.5 or above 23.5%
    d. A toxic atmosphere or substance
    e. Danger of engulfment

UNTIL AN AUTHORIZED PERSON EVALUATES THE AREA AND AUTHORIZES ENTRY

GENERAL CONFINED SPACE ENTRY PROCEDURES

1. There shall be no unauthorized entry into a confined space by any person.
2. An authorized person shall examine, test, and evaluate a potential entry space and determine if it is a "NON-PERMIT SPACE" and meets the following requirements:
    a. It does NOT contain any atmospheric hazards or dangers of engulfment capable of causing death or serious physical harm;
    b. The space has been PROVEN SAFE, has been VERIFIED, DOCUMENTED, and has a CERTIFIED GUARANTEE of a safe environment.
3. If the condition in #2 above has been satisfied, the ALTERNATE ENTRY PROCEDURE may be followed.
4. If conditions in #2 above are not met and has any of the following, the PERMIT ENTRY PROCEDURE must be followed:
   THE SPACE:
    a. Contains or has the potential to contain a HAZARDOUS ATMOSPHERE.
    b. Contains material that has a potential for ENGULFING an entrant.
    c. Has an internal configuration such that an entrant could be trapped or asphyxiated by inwardly converging wall or by a floor which slopes downward and tapers to a smaller cross section; or
    d. Contains any other recognized serious safety or health hazard.

FIRE PROTECTION

The purpose of this policy is to provide employees and management with the information necessary to prevent and minimize the risk of a fire occurrence.

MM Acquisitions Group, LLC provides a safe and healthful workplace for all of its employees. All employees must become familiar with the following fire protection requirements; and their responsibilities in regards to fire protection and prevention.

JOBSITE FIRE PROTECTION GENERAL REQUIREMENTS:

1. The field supervisor or site lead must ensure that the jobsite is free of accumulation of unnecessary combustible materials.
2. Piles of combustible debris should be kept a safe distance from the building and removed as quickly as possible.
3. Smoking must be restricted in areas where highly combustible construction materials are stored.
4. Containers used for the storage and/or dispensing of flammable liquids must be of an approved type, of metal construction, and equipped with a self-closing lid and flash screen
5. Plastic containers will not be used to store or transfer flammable liquids.
6. Storage of flammable liquids inside of buildings at the job site must be kept to the minimum amount necessary. Containers used for the storage of gasoline or gasoline mix should be 5 gallons or less.
7. Smoking must be restricted in areas where flammable liquids are being used or stored, including all paints.

PORTABLE FIRE EXTINGUISHERS - FIRE PROTECTION FOR ORDINARY COMBUSTIBLES:

1. The field supervisor or site lead is responsible for ensuring that adequate portable fire extinguishers are available on site.
2. Portable fire extinguishers that are rated at least 2A will be provided for each 3,000 square feet of area. Applies only when NOT provided by General Contractor on Commercial jobsites.
3. Travel from any point in the building to the nearest portable fire extinguisher should not exceed 100 feet.

PORTABLE FIRE EXTINGUISHERS - FIRE PROTECTION FOR FLAMMABLE LIQUIDS:

At least one portable fire extinguisher rated 10B must be located within 50 feet or areas where more than 5 gallons of flammable liquids or gases are stored or used at the jobsite.

PORTABLE FIRE EXTINGUISHERS - FIRE EXTINGUISHER MAINTENANCE AND USE:

1. All portable fire extinguishers must be properly inspected and maintained. Seals must be placed on extinguishers that are ready and available for use.
2. Access to all portable fire extinguishers must be maintained and not obstructed through the storage of tools, equipment, and materials.
3. Employees and subcontractors must avoid placing fire extinguishers too close to the hazard being protected so the extinguisher can be accessed in the event of a fire.
4. Free access must be maintained at all times to all exits, fire alarm boxes, fire extinguishing equipment, and any other emergency equipment. Free access means clear of all obstructions.
5. Site protection fire extinguishers must not be used as Hot Work fire extinguishers unless emergency warrants its use.
6. If a fire extinguisher is discharged for any purpose, it should be report to the contractor's safety leader.

**** Hot Works Permit required for any work involving soldering, welding, and braising. Hot Work Permit can be request from the Field Supervisor and also found attached in this form as Exhibit***

EMERGENCY PROCEDURES

In case of an emergency on site the following procedures should be instituted at each site:

1. Method of communication should be determined at each site, cell phone, telephone, radio, etc.
2. Emergency telephone numbers should be posted onsite.
3. Post near communication station the address of your site.
4. Post names of first aid responders on site.
5. Designate person to direct emergency crews to site of emergency.
6. Instruction to each employee if known harmful plants, animals, or insects, are present regarding all of the following:
    a. The potential hazards
    b. How to avoid injury
    c. Applicable first aid procedures to be used in the event of injury

Incident Investigations

All incidents and near misses must be investigated according to ISI's incident investigation procedure.

Changes to the fall protection program shall be implemented if deemed appropriate from incident corrective actions.

Attached Form A: Emergency Contact Info and Emergency Locations

CARING FOR BITES AND STINGS

	INSECT BITES	SPIDER BITE/ SCORPIAN STING	MARINE LIFE STINGS	SNAKE BITES	ANIMAL BITES
SIGNALS	Stinger may be present	Bite Mark	Possible Mark	Bite Mark	Bite Mark
	Pain	Swelling	Pain	Pain	Bleeding
	Swelling	Pain	Swelling		
	Possible Allergic Reaction	Nausea & Vomiting	Possible Allergic Reaction		
		Difficulty Breathing or Swallowing			
CARE	Remove Stinger – Scrape it away or use tweezers	Wash Wound	Soak area in salt water immediately	Wash Wound	If bleeding, was wound
	Wash Wound	Apply Cold Compress	Apply Cold Pack OR Paste of Baking Soda	Keep bitten part still and lower than heart	Control bleeding
	Cover	Get medical care or retrieve antivenom	Call local emergency number, if necessary	Call local emergency number, if necessary	Apply antibiotic ointment
	Watch for signals of allergic reaction	Call local emergency number, if necessary			Cover
					Get medical attention if severe bleeding or you suspect the presence of rabies
					Call local emergency number, if necessary

HAZARD COMMUNICATION PROGRAM

GENERAL: The following hazard communication program has been established for MM Acquisitions Group, LLC. This program will be available for review by all employees.

1. The purpose of the Hazard Communication program is to:
    a. To help you reduce the risks involved in working with hazardous materials
    b. To transmit vital information to employees about real and potential hazards of substances in the workplace
    c. To reduce the incidence and cost of illness and injury resulting from hazardous substances
    d. To encourage a reduction in the volume and toxicity of hazardous substances
2. This program is applicable to all MM Acquisitions Group, LLC employees who may be exposed to hazardous chemicals.
3. This program covers MM Acquisitions Group, LLC employees and contractors and shall be used on owned premises.

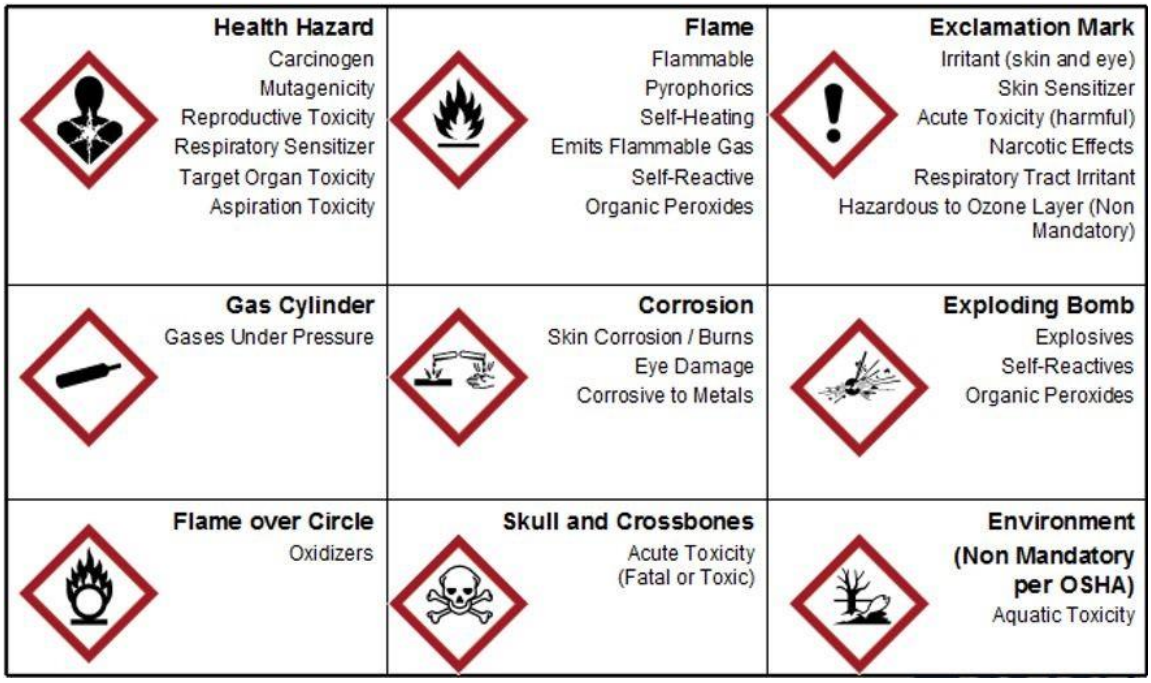
HAZARD DETERMINATION: MM Acquisitions Group, LLC will be relying on Safety Data Sheets from suppliers to meet determination requirements.

LABELING: The Warehouse Technician will be responsible for seeing that all containers coming in are properly labeled.

1. All manufacturer's labels will be required to have the following:
    a. Hazard Pictograms
    b. Signal Word
        i. Danger – For more “severe” hazards
        ii. Warning – For less “severe” hazards
    c. Hazard Statement(s)
        i. A phase assigned to a hazard class and category that describes the nature of the hazards of a hazardous product, including, where appropriate, the degree of hazard
    d. Precautionary Statement(s)
        i. Phrases (and/or pictograms) that describe recommended measures that should be taken to minimize or prevent adverse effects resulting from exposure to a hazardous product, or improper storage or handling of a hazardous product
    e. Product Identifier
    f. Supplier Identification
2. Supplemental information can also be provided on the label as needed.
3. When a chemical is transferred from the original container to a portable or secondary container, the container will be labeled, tagged or marked in

accordance with OSHA's Hazard Communication requirements.

4. Damaged labels or labels with incomplete information shall be reported immediately.
5. Damaged labels on incoming containers of chemicals shall not be removed.
6. New labels shall be provided as needed so that all containers are properly labeled.
7. Portable containers into which hazardous chemicals are transferred from labeled containers and that are intended for the immediate use of the employee who performs the transfer do not require a label.
    a. If the portable container will be used by more than one employee or used over the course of more than one shift, the container must be labeled.
    b. Food and beverage containers should never be used for chemical storage.
8. Employees who are unsure of the contents of any container, vessel or piping must contact their supervisor for information regarding the substance including:
    a. The name of the substance
    b. The hazards related to the substance.
    c. The safety precautions required for working with the substance.
9. Pictograms
    a. As part of the new GHS Hazard Communication Standard (HCS) pictograms are required on labels to alert users of the chemical hazards to which they may be exposed.
    b. Each pictogram consists of a symbol representing a distinct hazard(s) and determined by the chemical hazard classification.
    c. The symbol will in black, on a white background, framed within a red border.



10. All labels shall be checked for:
    a. Identify
    b. Hazard
    c. Name and Address of responsible party.
11. Each Supervisor shall be responsible for seeing that all portable containers used on their job site are labeled with identity and hazard warning.

SAFETY DATA SHEETS (SDS):

1. The Safety Administrator, with the assistance of HR, Project Managers, and the bidding team, are responsible for maintaining the SDS records.
2. The SDS records are kept electronically and accessible by mobile App provided to all staff by Human Resources.
3. Copies of SDSs for all hazardous chemicals to which employees may be exposed will be kept in an electronic record.
4. The Office will be provided with the required MIOSHA Right-To-Know posters and postings notifying employees of new or revised SDSs within 5 days of receipt of a new or revised SDSs.
5. All NEW SDS will be posted as required by MIOSHA Right-To-Know posters and postings and will be communicated to field staff via ServiceTitan and the company's private intranet site.

EMPLOYEE INFORMATION TRAINING:

1. Human Resources shall coordinate and maintain records of training conducted for MM Acquisitions Group, LLC.
2. Before starting work, or as soon as possible thereafter, each new employee will attend a safety briefing that includes information regarding SDS, review of Safety Program, and other applicable safety training.
3. The employee will be informed that:
    a. The employer is prohibited from discharging, or discriminating against, an employee who exercises the rights regarding information about hazardous chemicals in the workplace.
    b. As an alternate to requesting an SDS from the employer the employee may obtain a copy from the Department of Public Health.
4. Attendance will be taken at training sessions. Human Resources will keep these records.
5. For all new hazardous chemical when they are introduced into the workplace, MIOSHA Right-To-Know posters and postings notifying employees of new or revised SDSs within 5 days of receipt of a new or revised SDSs.

HAZARDOUS NON-ROUTINE TASKS: On occasion, employees are required to do work in hazardous area (e.g. confined spaces). Prior to starting work in such areas, each employee will be given information about the hazards involved in these areas. This information will include:

1. Specific Chemical Hazards.
2. Protection/safety measures the employee is required to take to lessen risks.
3. Measures the company has taken to lessen the hazards, including ventilation, respirators, the presence of another employee, and emergency procedures.

It is the policy of MM Acquisitions Group, LLC that no employee will begin work in a confined space, or any non-routine task, without first receiving a safety briefing.

INFORMING CONTRACTORS: It is the responsibility of the Supervisor to provide any other contractors with employees exposed to our chemicals with the following information:

1. Hazardous chemicals with which they may come in contact.
2. Measures the employees should take to lessen the risks.
3. Where to get SDSs for all hazardous chemicals (Dept of Public Health).

It is the responsibility of the Supervisor to obtain chemical information from contractors when they will expose our employees to hazardous chemicals, which they may bring into our workplace.

SAFETY RULES

THE RULES BELOW SUMMARIZE THE ITEMS PRESENTED ABOVE; THEY ARE SAFETY MINIUMUMS AND ARE REQUIRED TO BE OBEYED. FAILURE TO DO SO MAY RESULT IN DISCIPLINARY ACTION OR TERMINATION.

Please refer to Exhibit Checklists for all additional information and requirements.

1. Keep your mind on your work at all times. No Horseplay on the job. Injury or termination or both can be the result.
2. Personal Safety Equipment must be worn as prescribed for each job, such as: safety glasses for eye protection, hard hats at all times within the confines of the area where there is a potential for falling materials or tools, gloves when handling materials, and safety shoes are necessary for protection against foot injuries.
3. Precautions are necessary to prevent sunburn and to protect against burns from hot materials.
4. If any part of your body should come in contact with an acid or caustic substance, rush to the nearest water available and flush the affected part. Secure medical aid immediately.
5. Watch where you are walking. Don't run.
6. The use of illegal drugs or alcohol or being under the influence of the same on the project shall be cause for termination. Inform your supervisor if taking strong prescription drugs that warn against driving or using machinery.
7. Do not distract the attention of fellow workers. Do not engage in any act which would endanger another employee.
8. Sanitation facilities have been or will be provided for your use. Defacing or damaging these facilities is forbidden.
9. A good job is a clean job, and a clean job is the start of a safe job. So keep your working area free from rubbish and debris.
10. Do not use a compressor to blow dust or dirt from your clothes, hair, or hands.
11. Never work aloft if you are afraid to do so, if you are subject to dizzy spells, or if you are apt to be nervous or sick.
12. Never move an injured person unless it is absolutely necessary. Further injury may result. Keep the injured as comfortable as possible and utilize job site first-aid equipment until an ambulance arrives.
13. Know where firefighting equipment is located and be trained on how to use it.
14. Lift correctly – with legs, not the back. If the load is too heavy GET HELP. Stay fit. Control your weight. Do stretching exercises. Approximately 20% of all construction related injuries result from improper lifting materials.
15. Nobody but operator shall be allowed to ride on equipment unless proper seating is provided.
16. Do not use power tools and equipment until you have been properly instructed in the safe work methods and become authorized to use them.
17. Be sure that all guards are in place. Do not remove, displace, damage, or destroy any safety device or safeguard furnished or provided for use on the job, nor interfere with the use thereof.

18. Do not enter an area which has been barricaded.
19. If you must work around power shovels, trucks, and dozers, make sure operators can always see you. Barricades are required for cranes.
20. Never oil, lubricate, or fuel equipment while it's running or in motion.
21. Before servicing, repairing, or adjusting any powered tool or piece of equipment, disconnect it, lock out the source of power, and tag it out.
22. Barricade danger areas. Guard rails or perimeter cables may be required.
23. Trenches over 5 feet deep must be shored or sloped as required. Keep out of trenches or cuts that have not been properly shored or sloped. Excavated or other material shall not be stored nearer than 2 feet from the edge of the excavation. Excavations less than 5 feet may also require cave in protection in some instances.
24. Use the "Four and One" rule when using a ladder. One Foot of base for every Four feet of height.
25. Portable Ladders in use shall be equipped with safety feet unless ladder is tied, blocked, or otherwise secured. Step ladders shall not be used as a straight ladder.
26. Ladders must extend 3 feet above landing on roof for proper use.
27. Defective Ladders must be properly tagged and removed from service.
28. Keep ladders bases free of debris, hoses, wires, materials, etc.
29. Build scaffolds according to manufacture recommendations and MIOSHA Safety Standard "Part 12 – Scaffolding".
30. Scaffold planks shall be properly lapped, cleated, or otherwise secured to prevent shifting.
31. Use only extension cords of the three-prong type. Use ground fault circuit interrupters at all times and when using tools in wet atmosphere (e.g. outdoors) or with any temporary power supply. Check the electrical grounding system daily.
    a. At no time will you remove the grounding prong to accommodate standard 2-prong outlet.
32. The use of harnesses with safety lines when working from unprotected high places is mandatory. Always keep your line as tight as possible.
33. Never throw anything "overboard." Someone passing below may be seriously injured.
34. Open fires are prohibited.
35. Know what emergency procedures have been established for your job site. (location of emergency phone, first aid kit, stretcher location, fire extinguisher locations, evacuation plan. Etc.)
36. Never enter a manhole, well, shaft, tunnel, or other confined space which could possibly have a non-respirable atmosphere because of lack of oxygen, or presence of toxic or flammable gas, or has a possibility of engulfment by solids or liquids. Make certain a qualified person tests the confined area with an appropriate detector before entry and that the necessary safety equipment is worn. Standby person may be required to be stationed at the entrance.
37. If a cart is available for your use, use the cart to include your necessary PPE, First Aid, and/or Fire Extinguisher.

EXHIBIT A: SELF-INSPECTION CHECKLIST

Applicable to ALL Office Locations and Jobsites

REQUIREMENT/BEST PRACTICE	COMPLETED	ACTION NEEDED	NOT APPLICABLE
Is there a copy of the MIOSHA Occupational Safety and Health Act in your place of business, and is kept where it is accessible to all employees?			
Is the MIOSHA WORKPLACE POSTER displayed in your place of business where all employees are likely to see it, as required?			
Are you aware of the requirement to report all workplace fatalities and any serious accidents (where three or more are hospitalized) to the MIOSHA office within 8 hours?			
Are workplace injury and illness records being kept as required by OSHA?			
Are you aware that the OSHA annual summary of workplace injuries and illnesses must be posted by February 1 and must remain posted until April 30?			
Are you aware that employers with 10 or few employees are exempt from the OSHA recordkeeping requirements unless they are part of an official BLS or state survey and have received specific instructions to keep records.			
Have you demonstrated an active interest in safety and health matters by defining the policy of the business and communicating this to all employees?			
Do you have a safety committee or group that allows participation of employees in safety and health activities?			
Does the safety committee or group meet regularly and report, in writing, its activities?			
Do you provide safety and health training for all employees requiring such training, and is it documented?			

WORKPLACE: ELECTRICAL WIRING, FIXTURES, AND CONTROLS			
REQUIREMENT/BEST PRACTICE	**COMPLETED**	**ACTION NEEDED**	**NOT APPLICABLE**
Do you have electrical installations in hazardous dust or vapor areas, and if so, do they meet the NEC for hazardous locations?			
Are all electrical cords strung so they do not hang on pipes, nails, hooks, etc.?			
Is all conduit, BX cable, etc., properly attached to all supports and tightly connected to junction and outlet boxes?			
Is there no evidence of fraying on any electrical cords?			
Are metallic cable and conduit systems properly grounded?			
Are portable electric tools and appliances grounded or of the double insulated type?			
WORKPLACE: **EXITS AND ACCESS**			
Are all exits v ble and unobstructed?			
Are all exits marked with a readily v ble sign that is properly illuminated?			
Are there sufficient exits to ensure prompt escape in case of emergency?			
Sufficient for occupancy (not less than 2 for each area)?			
Doors easy to open or have panic hardware (no dead bolts, hooks & eyes, etc.)?			
Clearly v ble or marked route?			
Non-exit doors marked?			
Signs: posted (6” letters)?			
Emergency exits maintained clear of ice and snow?			

WORKPLACE: HOUSEKEEPING AND GENERAL WORK ENVIRONMENT			
REQUIREMENT/BEST PRACTICE	**COMPLETED**	**ACTION NEEDED**	**NOT APPLICABLE**
Are NO SMOKING signs prominently posted for areas containing combustibles and flammables?			
Are covered metal waste cans used for oily and paint-soaked waste?			
Operator workstations clear of clutter and other hazards?			
WORKPLACE: **FIRE PROTECTION**			
Are fire extinguishers provided in adequate number and type?			
Are fire extinguishers recharged regularly and properly noted on inspection tag?			
Are fire extinguishers mounted in readily accessible locations?			
Are employees periodically instructed in the use of extinguishers and fire protection procedures?			
Proper types, sizes, and number?			
Location marked and accessible?			
Inspected monthly and annually?			
Covered containers for collection of waste?			
Combustible scrap and debris removed from work areas at regular intervals?			
Hot Works Permit to be completed and posted near worksite			

EXHIBIT B: PERSONAL PROTECTIVE EQUIPMENT IN USE

Applicable to ALL Office Locations and Jobsites

REQUIREMENT/BEST PRACTICE	COMPLETED	ACTION NEEDED	NOT APPLICABLE
Safety glasses (side shields) *Required whenever cutting or grinding. *Must be on person at all times			
Face shields *required whenever using a torch or griding			
Hearing Protection * When noise is excessive and/or long-term exposure			
Hard Hats *Required to use until drop ceiling or tiles are in place			
Gloves *Required whenever using a torch or dealing with sheet metal			
Fall Protection * If fall occurs – dispose of harness * If fall occurs – near miss report to be completed			
Long Pants should always be worn. * No shorts			
Aprons worn when necessary			
Foot protection (safety shoes)			
Employees trained in proper use			

EXHIBIT C: MACHINES AND EQUIPMENT

Applicable to ALL Office Locations and Jobsites

REQUIREMENT/BEST PRACTICE	COMPLETED	ACTION NEEDED	NOT APPLICABLE
Are all machines or operations that expose operators or other employees to rotating parts, pinch points or particles, or sparks adequately guarded			
Are mechanical power transmission components belts, pinch points, and nip points guarded?			
Is exposed power shafting less than 7 feet from the floor guarded?			
Are hand tools and other equipment regularly inspected for safe condition?			
Is compressed air used for cleaning less than 30 psi (handheld safety nozzle)?			
Is there sufficient clearance from stoves, furnaces, etc., for stock, woodwork, or other combustible materials?			
Are welding cylinders stored so they are not subjected to damage?			
Are valve protecting caps in place?			
Are all combustible materials near the operator covered with protective shields or otherwise protected?			
Published lockout procedure?			
Each machine and equipment provided with own means of power, disconnect, capable of being locked out (tag acceptable on 110v plug in equipment or tools)?			
Actuating controls guarded against accidental actuation			
Emergency stopping devices or control within reach of operator's designated position?			
Prov on made to prevent unintentional start up upon restoration of lost power (where unexpected actuation could cause injury)?			
Guards securely fastened (only removable with use of tool) or interlocked?			
Rotating barrel drums, exposed to contact enclosed by interlocked standard barrier?			

EXHIBIT D: MATERIALS

Applicable to ALL Office Locations and Jobsites

REQUIREMENT/BEST PRACTICE	COMPLETED	ACTION NEEDED	NOT APPLICABLE
Are approved safety cans or other acceptable containers used for handling and dispensing flammable liquids?			
Are all flammable liquids that are kept inside buildings stored in proper storage containers or cabinets?			
Do you have a NO SMOKING rule enforced in areas involving storage and use of hazardous materials?			
Are NO SMOKING signs posted where needed?			
Containers covered when not in use?			
Approved pumps-self closing faucets?			
Labeled “Flammable-Keep Fire Away?”			

EXHIBIT E: WELDING AND CUTTING

Applicable to ALL Office Locations and Jobsites

REQUIREMENT/BEST PRACTICE	COMPLETED	ACTION NEEDED	NOT APPLICABLE
Oxygen separated 20’ from fuel gas, or flammable or combustible liquids, or other highly combustible materials, or 5’ wall of non-combustible construction to separate O2 and fuel gas.			
Away from heat or source of ignition?			
Valve caps in place?			
In racks or chained upright?			
Labeled as to contents?			
Marked full or empty (MT)?			
Personal protective equipment used (gloves, helmets, aprons, capes, etc.) as conditions require?			
Safety glasses being worn under helmets?			
Fire Extinguisher to be placed within arms reach of any welding, soldering, bra ng, or any of the like workspaces.			
Hot Work Permit completed and posted near your workspace.			