



Industries, Inc.

## **Construction Site Policy**

1. All Subcontractors must wear hard hats at all times while on site. If caught not wearing a hard hat a \$50.00 fine will be issued for each occurrence.
2. If subcontractors leave the site without cleaning up after their work, Cobalt will have the site cleaned and back -charge the Subcontractor respectively.
3. When additional work is necessary and not included in the original contract's scope of work, Subcontractors must submit a request for change to Cobalt. Upon receipt of an approved change from the Owner, Cobalt will submit a Change Order to the Subcontractor. Until then, only work referred to in the contract's scope of work shall commence. Cobalt is not liable for payment of any additional work unless a corresponding Change Order has been issued.
4. Each Subcontractor is entitled to 2 sets of drawings once awarded the job. Any additional sets requested will be issued at a fee of \$1.00 per page.
5. Dumpsters are provided for job site materials only. If unauthorized dumping is observed, the Subcontractor responsible will be asked to remove said trash. If the trash is not removed when asked, Subcontractor will be back-charged for full dumpster amount.
6. Defacing of any property on site (building, outhouse, etc.) is unacceptable. A fine will be issued to any person or persons responsible for this action.
7. Shirts, pants and boots must be worn at all times. Workers will not be allowed to commence work if shorts, tank tops or shirts with cut off sleeves, sneakers or shoes other than work boots are worn.
8. Subcontractor is responsible for attending weekly job meetings set up by Cobalt. A representative of your company must be present at each meeting.
9. Drug and alcohol use on the job will not be tolerated. Cobalt has a no tolerance policy and if caught, the responsible party will be asked to leave and will not be allowed to return to the job site for any reason.
10. Cobalt also has a no tolerance policy for violence on the job. Whether verbal or physical, it will not be tolerated. The responsible party will be asked to leave the premises immediately and, if necessary, legal action will be taken.
11. Subcontractors must ensure that all equipment is in good working condition, properly maintained and certified if required by regulations. Only those who have been properly trained and skilled in the operation of this equipment can operate it. Subcontractors shall keep manufacturer's operating manual for all the equipment and tools brought on the site.
12. Subcontractors must ensure that ladders are in good condition and that they are used appropriately, in a safe manner according to regulations. Metal ladders or ladders with metal reinforcing shall not be used in connection with electrical work or near energized electrical conductors.

site. Subcontractors shall take all necessary precautions to prevent accidental activation of fire alarms. Combustible material shall not be placed near heaters. Welding or cutting are only permitted within easy reach of a suitably rated and charged fire extinguisher. Care shall be taken to prevent sparks from falling on combustible material, workers or others near the site.

14. Smoking is prohibited in all buildings, including buildings under construction and portable site offices. Subcontractors must ensure that matches and butts are properly extinguished when smoking in designated areas.
15. Each person working on the project has the responsibility to know how to evacuate the project site in the event of an emergency. It is the responsibility of each person to be aware of all the possible obstructions to entry and exit routes, to plan an escape path and to note the location of fire extinguishers before starting work. This will save time in the event of an emergency. Subcontractors must have a current list of names his/her employees at all times to be able to account for everyone.

By signing below, you are agreeing to the terms above.

***SUBCONTRACTOR:***

Name:

By \_\_\_\_\_ Date: \_\_\_\_\_

Print Name:

Print Title:

***CONTRACTOR:***

Cobalt Industries, Inc.

By \_\_\_\_\_ Date: \_\_\_\_\_

John Laquale, Vice President