



MAGNUM CONSTRUCTION SERVICES INC.

CORPORATE HEALTH, SAFETY & ENVIRONMENTAL (HSE) PROGRAM.

2025 EDITION

Prepared For:

Prime Contractors, Government Agencies, and Private Sector Partners

Prepared By:

Magnum Construction Services Inc.

Certified General Contractor – License #CGC1509043

Established 2005 | Fort Lauderdale, Florida

Core Services:

Structural Concrete • Masonry • Light-Gauge Steel Framing

Corporate Safety Leadership:

- **Anthony Magadino** – President
- **Michael Gaya** – Executive / Safety Director
 - OSHA 30-Hour Certified
 - PMP Certified
 - 30+ Years of International Project Experience

Experience Modification Rate (EMR):

0.00 (Zero Claims – Past 3 Years)

Corporate Motto:

“Safety isn’t a policy—it’s our foundation.”

Confidential Document

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1. INTRODUCTION

1.1 MISSION STATEMENT

At Magnum Construction Services Inc., safety is not merely a priority—it's the unshakable foundation upon which every project is built. Established in 2005 and licensed as a Certified General Contractor (CGC1509043) in Florida, we specialize in structural concrete, masonry, and light-gauge steel framing, delivering high-quality projects across Florida, the Caribbean, and international markets. Our mission is to ensure that every employee, subcontractor, and visitor returns home safely each day, without compromise, while upholding the highest standards of quality, efficiency, and regulatory compliance. This unwavering commitment extends to fostering a culture where zero incidents is not just a goal but a daily reality, achieved through rigorous planning, vigilant execution, and a shared responsibility for well-being.

We recognize that construction environments inherently involve risks, from elevated work platforms and heavy machinery to excavations and electrical installations. To mitigate these, our mission emphasizes proactive hazard mitigation and worker protection, directly aligning with the core principles of OSHA's 29 CFR 1926, the Safety and Health Regulations for Construction. These regulations provide a comprehensive framework for safeguarding workers, covering essential areas such as general safety and health provisions (Subpart C), which mandate hazard assessments, competent person designations, and emergency planning; personal protective equipment (Subpart E), requiring proper selection, use, and maintenance of gear like hard hats, gloves, and respirators; and specific hazard controls like fall protection (Subpart M), which demands guardrails, personal fall arrest systems, or safety nets for work at heights of 6 feet or more to prevent the leading cause of construction fatalities.

Further, our approach integrates OSHA's emphasis on training and education (29 CFR 1926.21), ensuring all personnel—from supervisors with OSHA 30-Hour certification to field workers—receive ongoing instruction in hazard recognition, safe practices, and emergency response. We align with subparts addressing electrical safety (Subpart K), requiring ground-fault circuit interrupters (GFCIs), lockout/tagout procedures, and clearances from energized lines to avert electrocutions; fire protection and prevention (Subpart F), mandating extinguishers, hot work permits, and evacuation plans; excavations and trenching (Subpart P), which calls for protective systems like sloping or shoring in trenches deeper than 5 feet, along with daily inspections by competent persons; and confined spaces (Subpart AA), necessitating atmospheric testing, permits, and rescue protocols. By embedding these standards into our operations, we proactively identify and control hazards through job hazard analyses (JHAs), site-specific safety plans, and daily inspections, reducing risks associated with our core services like concrete pouring (where silica exposure is managed per Subpart Z) or steel framing (addressing material handling under Subpart H).

This mission is supported by our impeccable safety record, including an Experience Modification Rate (EMR) of 0.00 with zero claims over the past three years, reflecting our dedication to continuous improvement. We invest in state-of-the-art equipment, regular audits, and employee empowerment, encouraging near-miss reporting and participation in toolbox talks without fear of reprisal. Leadership, including President Anthony Magadino and Executive/Safety Director Michael Gaya (OSHA 30-Hour and PMP certified with 30+ years of experience), pledges to allocate resources, enforce accountability, and lead by example. Ultimately, our safety philosophy—rooted in OSHA's worker protection ethos—ensures that excellence in construction goes hand-in-hand with the well-being of our team, subcontractors, and communities, creating lasting value through incident-free projects.

1.2 SAFETY OBJECTIVES

Our safety objectives are designed to create a proactive, resilient, and worker-centered safety framework that not only meets but exceeds the requirements of OSHA's 30-Hour Construction Outreach Training program and the core regulations outlined in 29 CFR 1926. These objectives emphasize prevention over reaction, integrating management leadership, employee participation, hazard identification, and continuous evaluation to safeguard all personnel involved in our structural concrete, masonry, and light-gauge steel framing projects. By aligning with OSHA's focus on eliminating the "Fatal Four" hazards (falls, struck-by incidents, electrocutions, and caught-in/between accidents), we aim to protect lives, reduce financial losses from incidents, and enhance overall project efficiency. Below, we detail our key safety objectives, each supported by specific strategies, measurable outcomes, and ties to OSHA standards for comprehensive compliance and effectiveness.

- **Achieving and maintaining a zero-incident rate, with an EMR of 0.00:** This objective represents our ultimate commitment to eliminating all recordable incidents, including injuries, illnesses, near-misses, and property damage, across all operations. To achieve this, we implement a multi-layered approach that includes daily site walkthroughs by competent persons (as defined in 29 CFR 1926.32(f)), mandatory pre-shift hazard briefings, and real-time monitoring using digital tools for hazard logging. Our EMR of 0.00—maintained through zero claims over the past three years—serves as a key performance indicator, calculated based on workers' compensation claims and reflecting our rigorous safety protocols. We track progress through monthly incident rate calculations (using OSHA Form 300 for logging) and benchmark against industry averages. If any incident occurs, immediate root cause analysis (e.g., using the "5 Whys" method recommended in OSHA training) is conducted to prevent recurrence,



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ensuring alignment with OSHA's goal of zero workplace fatalities under initiatives like the Voluntary Protection Programs (VPP).

- **Full compliance with all OSHA standards, including those in 29 CFR 1926 for construction safety:** Compliance is non-negotiable and forms the backbone of our operations, extending to all subparts of 29 CFR 1926, such as Subpart C (General Safety and Health Provisions) for overall site planning and emergency preparedness, Subpart M (Fall Protection) for protecting workers at heights of 6 feet or more, Subpart K (Electrical) for safe wiring and lockout/tagout procedures, and Subpart P (Excavations) for trenching safeguards. To ensure adherence, we conduct weekly compliance audits by our Safety Director, who is OSHA 30-Hour certified, and require all supervisors to hold similar credentials. Subcontractors must submit proof of compliance during pre-qualification, including their own OSHA-compliant safety plans. We also maintain a dedicated compliance checklist for each project phase, verified through digital documentation, and participate in OSHA consultations for voluntary on-site reviews. This objective supports OSHA's emphasis on employer responsibility (29 CFR 1926.20) to furnish a workplace free from recognized hazards, with measurable success tracked via zero citations in annual OSHA inspections and full implementation of required programs like respiratory protection (Subpart D) and hazard communication (Subpart Z).

- **Conducting regular training, audits, and hazard assessments to identify and eliminate risks before they cause harm:** Proactive risk management is central to our strategy, with regular activities designed to anticipate and neutralize hazards in line with OSHA's hierarchy of controls (elimination, substitution, engineering controls, administrative controls, and PPE as outlined in 29 CFR 1926.20(b)). We mandate weekly hazard assessments using Job Hazard Analysis (JHA) forms (per OSHA guidelines in Appendix A to Subpart I), where teams break down tasks—such as concrete pouring (addressing silica exposure under 29 CFR 1926.1153) or steel framing (mitigating struck-by risks under Subpart R)—into steps, identify potential dangers, and apply controls. Audits occur monthly, involving unannounced inspections by third-party consultants to evaluate site conditions, equipment integrity, and worker behaviors, with findings documented and corrected within 24-48 hours. Training reinforces this through OSHA 30-Hour modules on hazard recognition, supplemented by site-specific simulations. Success is measured by a 100% completion rate for assessments and audits, with zero unresolved hazards, directly supporting OSHA's training requirements (29 CFR 1926.21) to equip workers with the knowledge to avoid serious injuries in high-risk environments like multi-story constructions.

- **Fostering a culture of safety through employee involvement, near-miss reporting, and continuous improvement:** We cultivate an inclusive safety culture where every individual—from entry-level workers to executives—actively participates,



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as encouraged by OSHA's Recommended Practices for Safety and Health Programs. This includes establishing a Safety Committee that meets monthly to review feedback, with anonymous reporting channels (e.g., a dedicated hotline or app) for near-misses and unsafe conditions, ensuring no retaliation per OSHA's whistleblower protections (Section 11(c) of the OSH Act). Employee involvement extends to toolbox talks (weekly, 10-15 minutes on topics like electrical safety), suggestion programs for process improvements, and recognition awards for proactive contributions (e.g., identifying a fall hazard). Continuous improvement is driven by post-incident reviews and annual program evaluations, incorporating lessons from near-misses to refine protocols. Metrics include participation rates (target: 100% in meetings) and near-miss reports (aiming for increased reporting as a positive indicator of vigilance), aligning with OSHA's emphasis on worker empowerment and hazard prevention to reduce serious injuries in dynamic construction settings.

• **Reducing workplace injuries and illnesses by 20% annually through data-driven analysis and corrective actions:** This quantifiable objective focuses on measurable reductions in OSHA recordable incidents (per 29 CFR 1904), building on our current zero-rate baseline by analyzing data from logs, audits, and worker feedback to target high-risk areas like falls (responsible for over 30% of construction fatalities per OSHA data). We employ data-driven tools, such as incident trend analysis software, to identify patterns—e.g., ergonomic strains from material handling (addressed under 29 CFR 1926 Subpart H)—and implement corrective actions like enhanced training or equipment upgrades. Annual targets are set based on prior-year data, with progress tracked quarterly through key performance indicators (KPIs) like total case incident rate (TCIR) and days away, restricted, or transferred (DART) rate. Corrective actions follow a structured CAPA (Corrective and Preventive Action) process, with timelines, responsible parties, and verification steps. This objective directly supports OSHA's strategic goals for preventing fatalities and serious injuries in high-risk construction environments, ensuring sustained progress through evidence-based interventions and fostering long-term health outcomes for our workforce.

1.3 SAFETY PHILOSOPHY

Magnum Construction Services Inc. firmly believes that safety is a core component of operational excellence—every project, regardless of size or schedule, must prioritize the well-being of our workforce. Our philosophy is founded on **prevention, accountability, and continuous education**, emphasizing that no task is so urgent that it justifies compromising health or safety.

We integrate OSHA's Recommended Practices for Safety and Health Programs in Construction into every aspect of our operations, fostering a culture where safety is



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embedded in planning, execution, and oversight. Central to our approach is the **hierarchy of controls**, which guides risk mitigation through:

- **Elimination** – removing hazards wherever possible
- **Substitution** – replacing dangerous processes or materials with safer alternatives
- **Engineering Controls** – designing safeguards into equipment, systems, and processes
- **Administrative Controls** – implementing procedures, training, and work policies
- **Personal Protective Equipment (PPE)** – ensuring proper selection, use, and maintenance

We promote **open communication** and encourage all personnel to report hazards, near-misses, and unsafe conditions **without fear of retaliation**, reinforcing a culture of trust and accountability. Leadership is committed to providing adequate resources, training, and supervision to maintain a safe work environment. Simultaneously, every team member—from management to field personnel—shares responsibility for identifying risks, following protocols, and actively participating in safety initiatives.

By embedding safety into our company values and operational processes, Magnum Construction Services ensures full **compliance with OSHA 29 CFR 1926**, reduces the potential for incidents, and fosters a **proactive, zero-harm culture** that protects our employees, subcontractors, clients, and the communities in which we operate.

2. RESPONSIBILITIES

2.1 MANAGEMENT RESPONSIBILITIES

Management, including the President and Executive/Safety Director, is responsible for:

- Developing, implementing, and enforcing the HSE program in compliance with OSHA 29 CFR 1926.
- Allocating resources for training, PPE, and safety equipment.
- Conducting regular site audits and reviewing incident reports to identify trends.
- Ensuring subcontractor compliance through pre-qualification and monitoring.
- Leading by example, participating in safety meetings, and holding accountable those who violate policies. Management must also report serious incidents to OSHA within required timelines (e.g., fatalities within 8 hours per 29 CFR 1904.39).

2.2 EMPLOYEE RESPONSIBILITIES



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All employees and subcontractors must:

- Follow OSHA regulations, company policies, and site-specific safety plans.
- Use PPE correctly and report any defects or hazards immediately.
- Participate in training, toolbox talks, and hazard reporting without fear of reprisal.
- Stop work if unsafe conditions exist and notify supervisors.
- Comply with all OSHA standards, such as wearing hard hats in designated areas (29 CFR 1926.100). Employees are empowered to refuse unsafe work, aligning with OSHA's worker rights.

2.3 SAFETY OFFICER RESPONSIBILITIES

The Safety Director (Michael Gaya) oversees:

- Daily hazard assessments, inspections, and audits per OSHA guidelines.
- Leading incident investigations using root cause analysis (e.g., 5 Whys).
- Coordinating training programs, including OSHA 30-hour certification.
- Maintaining records for compliance with 29 CFR 1904 (recordkeeping).
- Serving as the liaison for OSHA inspections and ensuring corrective actions are implemented promptly. The Safety Director must be a Competent Person for key tasks like excavations (29 CFR 1926 Subpart P).

3. SAFETY POLICIES

3.1 OSHA COMPLIANCE

Magnum commits to full compliance with OSHA 29 CFR 1926, including subparts for falls (M), electrical (K), and excavations (P). Policies include site-specific plans, regular inspections, and hazard communication. Violations result in progressive discipline. We align with OSHA's focus on preventing the "Fatal Four" (falls, struck-by, electrocutions, caught-in/between). Annual reviews ensure updates with new regulations.

3.2 EMR RECORD

Our EMR of 0.00 reflects zero claims over three years, achieved through rigorous safety measures. We track leading indicators (e.g., near-misses) and lagging indicators (e.g., incident rates) to maintain this record. EMR influences insurance and bidding; management reviews quarterly to sustain excellence.



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3.3 SAFETY MEETINGS & TRAINING

Weekly toolbox talks cover current hazards (29 CFR 1926.21). Monthly safety meetings involve all personnel for in-depth topics like fall protection. Training is documented and mandatory, with refreshers annually or post-incident. Subcontractors must provide equivalent training verification.

3.4 PPE REQUIREMENTS

PPE is provided free and must fit properly per OSHA 29 CFR 1926 Subpart E. Requirements include: hard hats (1926.100), eye/face protection (1926.102), hearing protection (>85 dBA, 1926.101), respiratory protection (1926.103), gloves/footwear for hazards. Training on selection, use, maintenance, and limitations is required. Inspections daily; non-compliance leads to removal from site.

3.5 INCIDENT REPORTING

Magnum Construction Services Inc. maintains a **strict and proactive incident reporting protocol** to ensure workplace safety, regulatory compliance, and continuous improvement. All **incidents, near-misses, and unsafe conditions**—regardless of severity—must be reported **immediately** to a supervisor or the Safety Director. Prompt reporting is critical to prevent recurrence, protect employees, and maintain OSHA compliance.

Reporting Procedures:

1. **Immediate Notification:** Employees must notify their supervisor, project manager, or Safety Director as soon as an incident, near-miss, or hazard is identified. Delay in reporting is unacceptable.
2. **Incident Report Form:** A formal **Incident Report Form** must be completed within **24 hours**. Required details include:
 - o Date, time, and location of the incident
 - o Names of all persons involved or affected
 - o Description of events leading up to the incident
 - o Witnesses and their contact information
 - o Immediate corrective actions taken
 - o Potential contributing factors (equipment, procedures, environmental conditions)
3. **OSHA Reporting:** All incidents requiring regulatory notification must be reported according to OSHA 29 CFR 1904.39:
 - o **Fatalities:** Within 8 hours of occurrence
 - o **Hospitalizations, amputations, or loss of an eye:** Within 24 hours

4. **Investigation & Root Cause Analysis:** The Safety Director, along with project management, will conduct a **thorough investigation** of each incident. This includes:
 - Gathering statements from employees and witnesses
 - Collecting photographic or video evidence, if available
 - Performing **root cause analysis** (e.g., using the 5 Whys method) to identify underlying systemic issues
 - Determining corrective and preventive actions to eliminate recurrence
5. **Communication & Lessons Learned:** Findings and lessons learned from incidents are shared with all relevant personnel during **toolbox talks, safety meetings, and training sessions**. The goal is to **promote a culture of awareness, accountability, and proactive risk mitigation**.
6. **Record Retention:** All incident reports, investigations, and supporting documentation are retained for **a minimum of five years** in accordance with OSHA recordkeeping requirements (29 CFR 1904). This ensures compliance and provides historical data for trend analysis and continuous improvement initiatives.
7. **Follow-Up & Monitoring:** The Safety Director will monitor implementation of corrective actions and verify that **hazards are fully mitigated**. Continuous tracking of incident trends supports proactive safety planning and drives EMR improvements.

By adhering to this structured reporting system, Magnum Construction Services ensures **full regulatory compliance, accountability at all levels, and a culture of zero tolerance for unsafe conditions**, reinforcing our commitment to the **health, safety, and well-being of every worker on site**.

4. HAZARD RECOGNITION & CONTROL

Magnum Construction Services Inc. is unwavering in its commitment to proactively identifying, assessing, and controlling hazards on every project site. We recognize that construction inherently involves risks, and minimizing those risks requires a **systematic, comprehensive approach**. Our methodology includes:

1. **Rigorous Planning:** Every project begins with a detailed hazard assessment, including Job Hazard Analyses (JHAs) for each task, risk prioritization, and implementation of appropriate controls following the hierarchy: elimination, substitution, engineering, administrative, and PPE.
2. **Worker Involvement:** We actively engage employees and subcontractors in hazard identification and mitigation. By involving the people performing the work, we capture practical insights, encourage ownership of safety measures, and foster a culture of proactive reporting.



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3. **Adherence to OSHA Regulations:** All hazard recognition and control measures align with OSHA standards (29 CFR 1926 and 1910), including Subparts covering fall protection, electrical safety, excavation, cranes, hazardous materials, and confined spaces. Daily inspections, documented pre-task planning, and ongoing training ensure compliance.
4. **Continuous Monitoring and Improvement:** Hazards are continuously monitored through site inspections, toolbox talks, and incident reporting. Near-misses and unsafe conditions are investigated to identify root causes, implement corrective actions, and share lessons learned across all projects.

Through this integrated approach, Magnum Construction Services ensures that every site operates under a **proactive, zero-harm safety culture**, protecting our workforce, subcontractors, clients, and the public while maintaining project efficiency and quality.

4.1 JOB HAZARD ANALYSIS (JHA)

Purpose:

The primary objective of the Job Hazard Analysis (JHA) is to systematically identify potential hazards associated with every task before work begins. By evaluating each task step, Magnum Construction Services Inc. ensures proactive mitigation of risks, promoting a zero-harm culture and compliance with OSHA standards (29 CFR 1926).

Process:

1. **Task Breakdown:** Each activity is deconstructed into sequential steps, capturing the full scope of the work from preparation to completion. This ensures that no aspect of the task is overlooked.
2. **Hazard Identification:** For each step, potential hazards are identified. Common categories include:
 - **Falls** (from heights, through openings, into excavations)
 - **Electrical hazards** (live circuits, temporary power sources)
 - **Struck-by hazards** (moving equipment, falling objects)
 - **Caught-in/between hazards** (equipment, materials, trench walls)
 - **Chemical and environmental hazards** (dust, fumes, extreme temperatures)
3. **Control Measures:** Apply the hierarchy of controls to eliminate or minimize risk:
 - **Elimination** – Remove the hazard entirely where possible.
 - **Substitution** – Replace hazardous materials or methods with safer alternatives.

- **Engineering Controls** – Install guardrails, barriers, ventilation, or safety devices.
- **Administrative Controls** – Implement procedures, training, signage, or shift rotation.
- **Personal Protective Equipment (PPE)** – Use gloves, harnesses, hard hats, and other required PPE.

Worker Involvement:

Employees performing the task are actively engaged during the JHA process. Their hands-on experience provides practical insights, identifies hidden hazards, and promotes a sense of ownership for safety practices.

Risk Prioritization:

All identified hazards are evaluated using a **risk matrix** (likelihood × severity). This prioritization ensures that the highest-risk items are addressed first and that mitigation measures are proportionate to the potential impact.

Documentation & Training:

Each JHA is formally documented, signed by responsible personnel, and stored for recordkeeping. Findings from JHAs are incorporated into **worker training**, pre-task briefings, and toolbox talks to ensure that all team members understand hazards and controls before starting work.

Best Practices:

- Conduct **daily pre-task planning meetings** to review JHAs, reinforce controls, and discuss any new hazards.
- Update JHAs whenever there are **site changes, new hazards, or after incidents** occur.
- Review and audit JHAs periodically to ensure effectiveness and continuous improvement.
- Integrate lessons learned from previous projects to enhance hazard recognition and control measures.

By rigorously applying the JHA process, Magnum Construction Services ensures that every task is **thoroughly assessed, all hazards are controlled, and workers are trained**, supporting OSHA compliance and fostering a proactive safety culture.

4.2 FALL PROTECTION



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Applicability:

Fall protection is required for all personnel working **6 feet or more above lower levels**, per **OSHA 29 CFR 1926 Subpart M**. This includes work on scaffolds, roofs, elevated platforms, ladders, and open edges where a risk of falling exists. Fall hazards must be evaluated for every task, and appropriate controls implemented before work begins.

Systems:

Magnum Construction Services Inc. employs multiple fall protection systems to ensure worker safety:

- **Guardrails:**
 - Top rail installed at **42 inches ±3 inches** above the working surface.
 - Able to withstand a minimum **200 pounds** of force applied in any outward or downward direction.
 - Midrails installed at halfway between the top rail and the walking surface; toe boards where required.
- **Personal Fall Arrest Systems (PFAS):**
 - Includes **full-body harnesses**, **shock-absorbing lanyards**, and **anchor points rated to 5,000 lbs** per employee attached.
 - Lanyards limited to **6 feet** in length or as dictated by site-specific fall clearance calculations.
 - Use of **self-retracting lifelines** where applicable for mobility and reduced fall distance.
- **Safety Nets:**
 - Installed **below work surfaces** when guardrails or PFAS are impractical.
 - Nets are designed, installed, and maintained according to OSHA specifications to safely catch a falling worker without serious injury.

Inspection & Maintenance:

- All fall protection equipment is **inspected daily** by a **Competent Person** before use.
- Equipment showing signs of wear, damage, or compromised integrity is **immediately removed from service**.
- Harnesses, lanyards, and anchor points are stored properly to prevent UV degradation, contamination, or mechanical damage.

Training:

- Workers receive **initial and annual training** on proper use, inspection, and limitations of fall protection systems.



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- Training includes **rescue procedures**, proper attachment, tie-off techniques, and recognizing potential fall hazards.
- Documentation of training is maintained for **all personnel**, including subcontractors, as required by OSHA.

Rescue Plans:

- **Pre-planned rescue procedures** are developed and communicated for each site to quickly retrieve a worker in the event of a fall.
- **Rescue equipment**, including ladders, retrieval devices, and first-aid supplies, is available on-site and maintained in ready condition.
- All personnel are trained to **execute rescue plans safely** without endangering additional workers.

Prohibitions & Enforcement:

- No worker is permitted to work at **unprotected edges** without approved fall protection.
- **Makeshift platforms, unstable scaffolds, or unapproved ladders** are strictly prohibited.
- Supervisors enforce adherence to all fall protection policies, with **stop-work authority** granted to employees identifying unsafe conditions.

By integrating these systems and practices, Magnum Construction Services Inc. ensures **compliance with OSHA fall protection standards** and maintains a culture of **proactive hazard prevention**, protecting workers from fall-related injuries and fatalities.

4.3 ELECTRICAL SAFETY

Compliance:

All electrical work performed by Magnum Construction Services Inc. follows **OSHA 29 CFR 1926 Subpart K** and the **National Electrical Code (NEC)** where applicable. Electrical safety practices are integrated into project planning, daily operations, and employee training to prevent electrocution, shock, and fire hazards.

Requirements:

- **Ground-Fault Circuit Interrupters (GFCIs):**
 - Required on **all temporary power sources**, including cords, receptacles, and portable tools.



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- Tested daily prior to use to ensure proper operation.
- **Daily Inspections:**
 - Conduct **pre-use inspections** of all cords, tools, and electrical equipment for frayed wires, exposed conductors, missing grounding prongs, and other damage.
 - Damaged or defective equipment is immediately **removed from service**.
- **Lockout/Tagout (LOTO):**
 - All circuits and equipment must be **de-energized before maintenance or repair**.
 - LOTO procedures include the use of locks, tags, and verification of zero energy to prevent accidental energization.
 - Only **trained and authorized personnel** may perform LOTO tasks.
- **Qualified Personnel for Energized Work:**
 - Only employees **trained and certified** to work on energized circuits may perform tasks that require live electrical exposure.
 - Work on energized systems is performed **only when necessary**, following documented risk assessments and proper protective measures.

Personal Protective Equipment (PPE):

- Insulated gloves rated for the voltage exposure.
- Dielectric footwear and mats to prevent ground paths.
- Face shields, flame-resistant clothing, and other PPE based on voltage and task-specific hazards.

Site Practices:

- Maintain **minimum safe distances** from overhead and underground power lines, as dictated by OSHA and utility guidelines.
- Use barriers, signage, and spotters to prevent accidental contact.
- All temporary wiring is **secured, protected from physical damage**, and routed to prevent trip hazards.

Training:

- All employees receive **initial and annual electrical hazard awareness training**, covering:
 - Identification of electrical hazards.
 - Proper use of GFCIs and PPE.
 - LOTO procedures and emergency response.
- Training records are **maintained for all personnel** to ensure compliance and readiness for OSHA inspections.



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Incident Response:

- Procedures are in place for **electrical shock, arc flash, or fire incidents**, including immediate de-energization, emergency medical response, and incident reporting per OSHA 29 CFR 1904.

By enforcing these protocols, Magnum Construction Services Inc. ensures **safe electrical work practices** across all sites, reducing the risk of accidents, injuries, and non-compliance.

4.4 FIRE PREVENTION

Compliance:

All fire prevention practices at Magnum Construction Services Inc. comply with **OSHA 29 CFR 1926 Subpart F** and applicable local fire codes. The goal is to **prevent fires, protect personnel, and minimize property damage**.

Program Components:

- **Fire Extinguishers:**
 - Provide **at least one fire extinguisher per 3,000 sq. ft.** of work area, with a **minimum rating of 2A**.
 - Extinguishers are **inspected monthly**, kept accessible, and mounted according to OSHA requirements.
- **Flammable and Combustible Material Storage:**
 - Store all flammable liquids, gases, and combustible materials in **approved safety cabinets**.
 - Keep storage areas **well-ventilated, away from ignition sources, and properly labeled**.
 - Maintain **safe quantities** on-site per NFPA and OSHA limits.
- **Hot Work Procedures:**
 - Require **hot work permits** for welding, cutting, grinding, or any task generating sparks or heat.
 - Ensure fire watch personnel are present during and for **at least 30 minutes after completion** of hot work.
 - Provide fire suppression equipment near hot work areas.
- **Training:**
 - Conduct **annual fire prevention and emergency response training** for all employees and subcontractors.
 - Training covers:
 - Proper use of fire extinguishers.



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- Fire hazard recognition.
 - Hot work safety protocols.
 - Evacuation procedures.
 - Maintain training records to ensure compliance.
- **Inspections:**
 - Conduct **monthly inspections** of:
 - Fire extinguishers (pressure, accessibility, and condition).
 - Emergency exits (unobstructed and properly marked).
 - Fire hazards (combustible materials, ignition sources).
 - Document all inspections and corrective actions.
- **Evacuation Plans:**
 - Develop **site-specific evacuation plans** and post them prominently.
 - Review evacuation routes and procedures with all personnel during **orientation and toolbox talks**.
 - Conduct **fire drills at least annually** to ensure readiness.

Incident Response:

- In case of a fire:
 - Activate the site alarm system.
 - Evacuate personnel to designated assembly areas.
 - Notify emergency services immediately.
 - Attempt to control small fires only if trained and it is safe to do so.
- All fire incidents are **documented and reported** per OSHA 29 CFR 1904, including near-misses.

By implementing these measures, Magnum Construction Services Inc. ensures a **proactive approach to fire safety**, minimizing the risk of fire-related injuries and property damage while maintaining compliance with OSHA regulations.

4.5 CONFINED SPACE ENTRY

Compliance:

All confined space operations at Magnum Construction Services Inc. comply with **OSHA 29 CFR 1926 Subpart AA** and applicable state regulations. The program is designed to **protect workers from hazards such as oxygen deficiency, toxic gases, engulfment, and mechanical hazards**.

Procedures:

- **Classification of Spaces:**



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- Identify all confined spaces on-site (enclosed or partially enclosed areas not designed for continuous occupancy).
 - Determine which are **permit-required confined spaces (PRCS)** due to hazards like:
 - Hazardous atmospheres (oxygen-deficient, flammable, or toxic).
 - Engulfment potential (e.g., grain, sand, liquids).
 - Internal configuration hazards (e.g., converging walls, equipment).
 - Clearly mark all permit-required spaces with signage.
- **Atmospheric Testing:**
 - Test spaces **before entry and continuously during work** for:
 - Oxygen levels (19.5%–23.5% acceptable).
 - Combustible gases (below 10% of LEL).
 - Toxic gases or vapors (per OSHA PELs).
 - Use **calibrated instruments**; document readings.
 - Ventilate as necessary to maintain safe atmospheres.
- **Permit System:**
 - No entry without a valid **Confined Space Entry Permit**.
 - Permits must specify:
 - Authorized entrants.
 - Hazards and control measures.
 - Duration of entry.
 - Required PPE.
 - Communication protocols.
 - Permits reviewed and signed by the **Competent Person/Safety Director**.
- **Attendants & Rescue:**
 - Assign **trained attendants** outside the space at all times.
 - Ensure **rescue equipment** (tripod, harness, lifeline, retrieval systems) is ready and inspected.
 - Develop **site-specific rescue plans**, including emergency services contact.
 - Never leave entrants unattended.
- **Entry Controls:**
 - Lockout/Tagout energized equipment within confined spaces.
 - Use ventilation, PPE, and barriers as required.
 - Maintain continuous communication between entrants and attendants.

Training Requirements:

- **Entrants:** Recognize hazards, use PPE, follow entry procedures.
- **Attendants:** Monitor entrants, communicate hazards, initiate rescue if necessary.



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- **Supervisors/Competent Persons:** Approve permits, verify hazards are controlled, ensure compliance with OSHA 29 CFR 1926 Subpart AA.
- **Refresher Training:** Conducted **annually** or when procedures or equipment change.

Documentation & Recordkeeping:

- Maintain all permits, atmospheric test logs, training records, and incident reports for at least **five years**.

By strictly following these procedures, Magnum Construction Services Inc. ensures a **zero-incident approach to confined space work**, protecting personnel while maintaining OSHA compliance.

4.6 HEAVY EQUIPMENT & CRANES

Compliance:

All operations follow **OSHA 29 CFR 1926 Subpart CC** and applicable manufacturer guidelines. This section covers cranes, hoists, forklifts, and other heavy equipment used on Magnum Construction Services Inc. projects to ensure worker safety and prevent property damage.

Requirements & Procedures:

- **Operator Qualifications:**
 - Operators must hold **current certifications** and be trained for the specific type of equipment used.
 - Competency verified through **practical evaluation and documentation**.
 - Refresher training conducted **annually or when equipment/conditions change**.
- **Daily Inspections:**
 - Conduct **pre-operation inspections** per manufacturer guidelines.
 - Check: brakes, hydraulic systems, safety devices, outriggers, slings, hooks, and load charts.
 - Record inspections in **equipment logbooks**; defective equipment tagged and removed from service immediately.
- **Signal Persons:**
 - Qualified signal persons required when operator visibility is limited.
 - Standardized **hand signals or radio communication** used.
 - Must maintain **minimum clearance of 10 feet from energized power lines** (OSHA Table A).



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- **Load Handling:**
 - Adhere strictly to **equipment load charts**; do not exceed rated capacities.
 - Use **anti-two-blocking devices** on cranes to prevent cable contact with boom tip.
 - Ensure rigging inspected prior to each lift; only trained personnel may attach/detach loads.
- **Assembly & Disassembly:**
 - Performed under **Competent Person supervision**.
 - Site prepared to ensure **stable, level ground**, and **clearance from overhead hazards**.
 - Follow manufacturer procedures; review lift plan for complex assemblies.
- **Worksite Safety Practices:**
 - Barricade swing radius and danger zones to restrict unauthorized personnel.
 - Maintain clear communication with spotters and adjacent crews.
 - Daily toolbox talks to review hazards, lift plans, and emergency procedures.
- **Emergency Procedures:**
 - Establish and post **emergency shutdown procedures** for equipment failures.
 - Rescue plan for operators trapped in cabs or on elevated platforms.
 - Maintain **first aid and fire response equipment** near operation areas.
- **Recordkeeping & Compliance:**
 - Maintain **inspection logs, certifications, and lift plans** for at least five years.
 - Ensure all incidents, near misses, and corrective actions are documented per **29 CFR 1904**.

By enforcing these procedures, Magnum Construction Services Inc. ensures safe crane and heavy equipment operations, protecting personnel, property, and the environment while remaining fully OSHA-compliant.

4.7 EXCAVATION & TRENCHING

Compliance:

All excavation and trenching activities follow **OSHA 29 CFR 1926 Subpart P**, including soils analysis, protective systems, and worker safety procedures for trenches deeper than 5 feet.

Protective Measures:



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- **Protective Systems:** Apply **sloping, benching, shoring, or shielding** to prevent cave-ins. Selection based on soil classification and depth.
- **Trench Shields:** Must meet **manufacturer specifications** and be positioned correctly before personnel entry.
- **Sloping/Benching:** Angles and configurations based on OSHA soil type tables to ensure stability.

Competent Person:

- Designated **Competent Person** conducts daily inspections of excavations and trenches.
- Responsible for identifying hazards, assessing soil conditions, and authorizing entry.
- Empowered to **halt work immediately** if unsafe conditions exist.

Utility Protection:

- Contact **811 utility location service** before excavation begins.
- Clearly mark and maintain safe distances from **electric, gas, water, and communication lines**.
- Use **non-destructive digging methods** near utilities as required.

Access & Egress:

- Provide **ladders, steps, ramps, or other safe egress systems** every 25 feet in trenches.
- Ensure egress routes are **free of obstruction** and maintained throughout operations.

Atmospheric Testing:

- Required for **deep trenches, confined excavations, or areas with potential toxic gases**.
- Test for **oxygen deficiency, combustible gases, and toxic vapors** before and during entry.
- Continuous monitoring if conditions may change; provide **respiratory protection** if necessary.

Additional Safety Practices:

- Keep **heavy equipment away from trench edges** to prevent collapse.
- Maintain **sufficient lighting** for all excavations conducted in low-light conditions.

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- Prohibit workers from working **under suspended loads**.
- Conduct **daily pre-task briefings** to discuss hazards and preventive measures.

Recordkeeping & Compliance:

- Maintain **inspection reports, soil classification records, and atmospheric testing logs** for at least five years.
- Document **near misses and incidents**, and implement corrective actions promptly.

By following these procedures, Magnum Construction Services Inc. ensures trenching and excavation operations minimize the risk of cave-ins, utility strikes, and other hazards, fully complying with OSHA standards.

4.8 MATERIAL HANDLING

Compliance:

All material handling operations adhere to **OSHA 29 CFR 1926 Subpart H**, ensuring safe lifting, moving, storing, and rigging practices to prevent injuries and property damage.

Load Preparation & Rigging:

- Inspect all rigging equipment, including slings, chains, hooks, and hoists, **before each use**.
- Confirm loads are **properly balanced, secured, and within rated capacities**.
- Only **trained and qualified personnel** may perform rigging or lifting operations.
- Use **tag lines** to control loads during movement and prevent contact with personnel or structures.

Mechanical Aids & Lifting Practices:

- Utilize forklifts, hoists, cranes, and dollies to move heavy loads whenever possible.
- Train workers in **proper ergonomics**, including safe lifting techniques (bend at knees, keep load close, avoid twisting).
- Implement team lifting for manual handling of bulky items to reduce strain.

Storage & Housekeeping:

- Store materials on **stable, level surfaces** to prevent tipping or sliding.



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- Avoid blocking **exits, emergency equipment, or walkways**.
- Stack materials to a safe height and **secure loose items** to prevent collapse.
- Regularly inspect storage areas and **remove hazards** promptly.

Training & Supervision:

- Conduct regular **toolbox talks and hands-on training** on safe material handling practices.
- Supervisors monitor compliance, **enforce procedures**, and correct unsafe practices immediately.

Goal:

To minimize risk of musculoskeletal injuries, struck-by hazards, and property damage through proper planning, training, and adherence to OSHA standards.

4.9 HAZARDOUS MATERIALS

Compliance:

All operations involving hazardous materials follow **OSHA Hazard Communication Standard (HAZCOM), 29 CFR 1910.1200**, and **29 CFR 1926 Subpart D**, ensuring employees are informed and protected from chemical hazards on site.

Chemical Identification & Labeling:

- All hazardous chemicals must be **clearly labeled** with identity, hazard warnings, and manufacturer information.
- Secondary containers must be labeled with the same hazard information if chemicals are transferred from original containers.
- Labels must be **intact and legible** at all times.

Safety Data Sheets (SDS):

- Maintain **current SDS for every chemical** onsite, accessible to all personnel.
- SDS must include information on physical and chemical properties, health hazards, safe handling, storage, and emergency procedures.
- Supervisors ensure SDS are **reviewed and updated annually** or when new chemicals are introduced.

Personal Protective Equipment (PPE):



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- Provide appropriate PPE based on **chemical exposure risks**, such as gloves, eye protection, respirators, and chemical-resistant clothing.
- Train employees on correct **PPE use, inspection, and maintenance**.
- PPE must be worn **consistently whenever exposure risk exists**.

Spill Prevention & Response:

- Develop **written spill response plans** for all hazardous materials, including containment, cleanup, and reporting procedures.
- Train personnel **annually** on spill response, emergency notification, and safe cleanup practices.
- Maintain spill kits **onsite and accessible** at all times.

Storage & Inventory Management:

- Store hazardous materials in **designated areas**, separated by hazard class (flammable, corrosive, reactive).
- Keep materials **off the ground, away from ignition sources, and secured** to prevent tipping or leakage.
- Maintain an **updated inventory** of all hazardous substances and **review annually** for compliance and disposal needs.

Training & Documentation:

- Conduct **initial and refresher HAZCOM training** for all employees handling chemicals.
- Document all training, inspections, and incidents related to hazardous materials for OSHA compliance.

Goal:

To protect workers from chemical hazards through proper labeling, storage, PPE, training, and emergency preparedness, maintaining a safe and compliant work environment.

5. EMERGENCY RESPONSE

5.1 FIRST AID & CPR

- **Compliance:** 29 CFR 1926.50 requires on-site first aid and medical services.
- **Personnel:** Ensure **trained first aiders and CPR-certified personnel** are available on every project site at all times.



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- **Equipment:** Maintain **fully stocked first aid kits** at multiple accessible locations; provide **Automated External Defibrillators (AEDs)** and ensure all personnel know their locations.
- **Medical Access:** Establish **rapid access to medical services**, ideally within 4 minutes. Where external response is delayed, train all personnel in **basic first aid and CPR**.
- **Training & Drills:** Conduct **annual refreshers** and periodic drills to maintain readiness. Document all training and certifications.

5.2 FIRE EVACUATION

- **Compliance:** 29 CFR 1926.35 requires a written **Emergency Action Plan (EAP)**.
- **Plan Components:** Identify **exit routes, assembly points, and alarm systems**. Assign **fire wardens** for accountability.
- **Training:** Conduct **quarterly fire drills**, reviewing evacuation procedures and verifying personnel are accounted for.
- **Equipment:** Ensure fire extinguishers, alarms, and suppression systems are functional.
- **Site Procedures:** Where feasible, **shut down heavy equipment or electrical systems** before evacuating. Maintain communication with supervisors to ensure orderly evacuation.

5.3 NATURAL DISASTERS

- **Preparedness:** Develop **site-specific plans** for hurricanes, floods, tornadoes, or other severe weather. Monitor local forecasts and alerts.
- **Preventive Actions:** Secure materials, equipment, and temporary structures to minimize damage. Establish **pre-evacuation procedures** for personnel.
- **Evacuation:** Follow the EAP; account for all employees and subcontractors during evacuation.
- **Post-Event Actions:** Conduct **thorough inspections** for hazards such as structural damage, electrical risks, or debris. Only resume work after hazards are mitigated.
- **Training:** Provide **annual training on severe weather response**, including sheltering, evacuation, and reporting protocols.

5.4 REPORTING & INVESTIGATION

- **Immediate Reporting:** All emergencies must be **reported immediately** to supervisors and the Safety Director.



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- **Investigation:** Perform **root cause analysis** (e.g., 5 Whys, fault tree analysis) for every incident, including near-misses.
- **Documentation:** Maintain **detailed incident records** per OSHA 29 CFR 1904, including descriptions, witness statements, corrective actions, and lessons learned.
- **Feedback & Improvement:** Share findings with all personnel through **toolbox talks and safety meetings** to prevent recurrence and strengthen overall site safety culture.

Goal:

Ensure all personnel are prepared to respond effectively to medical emergencies, fires, and natural disasters, minimizing injuries and maintaining compliance with OSHA standards.

6. SAFETY TRAINING & ORIENTATION

6.1 OSHA 30-HOUR TRAINING

- **Applicability:** Mandatory for all supervisors and key personnel responsible for site safety oversight.
- **Content:** Covers OSHA 29 CFR 1926 topics including fall protection, electrical safety, scaffolding, hazard communication, excavation, PPE, and more.
- **Verification:** Certificates must be **reviewed and verified** by the Safety Director before assignment to site supervision.
- **Refresher Training:** Supervisors complete refresher training every 3 years or sooner if OSHA standards are updated or after an incident.
- **Documentation:** Maintain a **centralized training log** for audit and compliance purposes.

6.2 SITE-SPECIFIC ORIENTATION

- **Purpose:** Ensure all workers, subcontractors, and visitors understand site-specific hazards, rules, and emergency procedures.
- **Duration & Format:** Minimum **4-hour interactive session**, including presentations, hands-on demonstrations, and Q&A.
- **Topics Covered:**
 - Project hazards and risk mitigation
 - Personal protective equipment (PPE) requirements
 - Emergency procedures, including evacuation and medical response
 - Job-specific safety procedures (e.g., work at height, confined space entry)
- **Requirements:** **All personnel must complete orientation before entering the site.**

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- **Documentation:** Attendance and completion records retained for OSHA compliance.

6.3 EQUIPMENT OPERATION TRAINING

- **Compliance:** 29 CFR 1926 Subpart CC for cranes and heavy equipment; 29 CFR 1926 Subpart N for rigging and material handling.
- **Certification:** Operators must hold **current certification or qualification** for equipment used.
- **Hands-On Training:** Conduct practical, supervised exercises to ensure safe operation.
- **Refresher & Evaluation:** Annual evaluations for skill retention; additional training after incidents or equipment changes.
- **Documentation:** Maintain operator licenses, training logs, and equipment-specific qualifications.

6.4 TOOLBOX TALKS

- **Frequency:** Weekly sessions, 10–15 minutes in duration.
- **Content:** Address current hazards, recent incidents, near-misses, and seasonal risks. Include demonstrations and discussion.
- **Participation:** Mandatory for all on-site personnel; subcontractors must attend.
- **Documentation:** Record topic, date, attendees, and presenter for OSHA compliance.
- **Engagement:** Encourage questions and feedback to reinforce a **proactive safety culture**.

Goal:

Ensure all personnel are trained, competent, and prepared to perform tasks safely, understand hazards, and respond effectively to emergencies. Continuous education reinforces a culture of zero incidents and OSHA compliance.

7. RECORDKEEPING & DOCUMENTATION

7.1 SAFETY INSPECTIONS

- **Frequency:** Conduct **daily pre-task inspections** and **weekly comprehensive site inspections** for all active work areas.
- **Scope:** Include fall protection, scaffolding, electrical, heavy equipment, excavation, PPE usage, fire hazards, confined spaces, and housekeeping.
- **Documentation:** Use **standardized inspection checklists**; note hazards, corrective actions, responsible personnel, and completion dates.



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- **Retention:** Maintain inspection records for **5 years**, in accordance with OSHA 29 CFR 1904, for internal review and regulatory audits.
- **Follow-Up:** Assign corrective actions promptly; re-inspect until hazards are fully mitigated.

7.2 INCIDENT LOGS

- **Types of Records:** Record all **injuries, illnesses, near-misses, property damage, and environmental incidents**.
- **OSHA Compliance:** Utilize OSHA Forms **300 (Log of Work-Related Injuries and Illnesses)**, **301 (Injury and Illness Incident Report)**, and **300A (Summary)**.
- **Reporting:** Severe incidents (fatalities, hospitalizations, amputations, loss of eye) reported to OSHA per 29 CFR 1904.39 within required timelines (fatalities within 8 hours; hospitalizations within 24 hours).
- **Investigation:** Conduct **root cause analysis** on each incident; document corrective and preventive measures.
- **Posting:** Post Form 300A summary in a **visible location** from February 1 to April 30 annually.
- **Retention:** Maintain records for **5 years**; available for OSHA inspection and company review.

7.3 TRAINING RECORDS

- **Documentation:** Track all training sessions, including **dates, topics, instructors, attendees, certifications, and refresher schedules**.
- **Accessibility:** Records kept in both **hardcopy and digital formats**, accessible to supervisors, Safety Director, and OSHA representatives.
- **Retention:** Maintain for a minimum of **5 years**, ensuring compliance with OSHA requirements and company policies.
- **Verification:** Confirm completion of mandatory training (e.g., OSHA 30-hour, site-specific orientation, equipment operation) before assigning tasks.

Goal:

Maintain a **comprehensive, auditable record system** that demonstrates compliance, facilitates continuous improvement, supports incident investigations, and reinforces the company's proactive safety culture.

8. CONTINUOUS IMPROVEMENT

8.1 SAFETY AUDITS



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- **Frequency:** Conduct **quarterly internal audits** and **annual external audits** of all active project sites and company operations.
- **Scope:** Evaluate compliance with OSHA 29 CFR 1926, company safety policies, hazard controls, training adherence, PPE usage, equipment inspections, and emergency preparedness.
- **Reporting:** Audit findings documented in formal reports; shared with management, supervisors, and the Safety Director. Include **risk ratings, non-compliance items, and recommended corrective actions**.
- **Follow-Up:** Track implementation of audit recommendations to closure; verify effectiveness of corrective measures.

8.2 EMPLOYEE FEEDBACK

- **Mechanisms:** Use **anonymous surveys, suggestion boxes, safety meetings, and toolbox talks** to solicit feedback.
- **Involvement:** Encourage all employees and subcontractors to identify hazards, near-misses, or improvements without fear of retaliation.
- **Integration:** Regularly review feedback and incorporate actionable items into **safety program updates and site-specific plans**.
- **Recognition:** Acknowledge proactive safety contributions to foster engagement and a zero-harm culture.

8.3 CORRECTIVE ACTIONS

- **Root Cause Analysis:** Investigate incidents, near-misses, and audit findings using techniques such as **5 Whys or Fishbone diagrams** to determine underlying causes.
- **Implementation:** Develop **corrective and preventive action plans** with clear timelines, responsibilities, and resource allocations.
- **Tracking & Verification:** Maintain logs of all actions; Safety Director ensures timely completion and monitors effectiveness.
- **Continuous Learning:** Use insights from corrective actions to **update training, standard operating procedures, and hazard controls**, reducing recurrence of similar issues.

Goal:

Ensure **Magnum Construction Services Inc. maintains a proactive, adaptive safety culture** where lessons learned, employee input, and systematic audits continuously enhance protection, compliance, and performance on all projects.

9. APPENDICES



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9.1 CONTACT LIST

Maintain an up-to-date list of key safety and emergency contacts for rapid communication during incidents or inspections. Include phone numbers, emails, and alternative contacts.

- **Safety Director:** Michael Gaya – 954-235-3229 / Mike@Mugnumacs.com
Primary point of contact for daily safety oversight, incident reporting, and OSHA liaison.
- **President:** Anthony Magadino
Executive oversight; responsible for resource allocation and policy enforcement.
- **OSHA Hotline:** 1-800-321-OSHA (6742)
For guidance, reporting incidents, or requesting consultation.
- **Local Emergency Management:** [Contact Name/Phone]
Coordinate during natural disasters, severe weather, or large-scale emergencies.

9.2 SAFETY CHECKLISTS

Provide standardized templates for inspections, hazard recognition, and task-specific safety verification. All checklists are to be signed and retained for a minimum of **5 years**.

- **Daily Inspection Checklist:**
 - PPE availability and condition
 - Hazardous conditions or near-misses
 - Equipment condition and operation
 - Housekeeping and site cleanliness
 - Emergency equipment accessibility*Completed and signed by supervisor or competent person at start of shift.*
- **Job Hazard Analysis (JHA) Template:**
 - Task steps breakdown
 - Associated hazards
 - Control measures (hierarchy: elimination → PPE)
 - Assigned personnel
 - Review and sign-off by Safety Director and affected workers*Updated whenever tasks, equipment, or work conditions change.*
- **Toolbox Talk Sign-In Sheet:**
 - Date, topic, presenter
 - Employee names and signatures
 - Notes/observations for follow-up



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9.3 EMERGENCY PHONE NUMBERS

Post all numbers prominently on-site and provide digital access to all employees:

- **Emergency Services (Fire/Police/EMS):** 911
- **Poison Control Center:** 1-800-222-1222
- **Local Hospital:** [Hospital Name, Address, Phone]
- **Fire Department Non-Emergency:** [Phone]
- **Utility Emergency Lines:** Electric: [Phone] | Gas: [Phone] | Water: [Phone]
- **Company After-Hours Safety Contact:** Michael Gaya – [Phone/Email]

9.4 ADDITIONAL RESOURCES (Optional)

- OSHA publications, standards, and recommended practices
- Safety Data Sheets (SDS) repository
- Incident investigation forms and templates
- Training certificates and records

Purpose:

The appendices serve as a **quick-reference resource** for all personnel, ensuring immediate access to critical contacts, emergency protocols, checklists, and compliance documentation to maintain a safe, OSHA-compliant work environment.