

## SAFETY &amp; COMPLIANCE

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## Corporate safety management system aligned with OSHA 29 CFR 1910 and Cal/OSHA Title 8

This Injury and Illness Prevention Program (IIPP) establishes the systematic procedures MAC Industrial Services uses to identify workplace hazards, implement corrective actions, and protect the health and safety of all employees. This program applies to all MAC Industrial employees and subcontractors performing work at any MAC Industrial-managed jobsite.

- Pre-task Job Hazard Analysis (JHA) required for all field activities
  - Site safety inspections performed by Safety Officer weekly at minimum
  - Equipment inspections performed daily before use
  - Near-miss events investigated within 24 hours with corrective action assigned
  - Annual program audit against OSHA standards
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- New employee safety orientation: minimum 4 hours before field assignment
  - OSHA 10-hour: all craft employees within 90 days of hire
  - OSHA 30-hour: all foremen, superintendents, and safety officers
  - Task-specific training: confined space, LOTO, fall protection, hot work as applicable
  - Annual refresher: emergency procedures, first aid/CPR, hazard communication
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- OSHA Form 300 — Log of Work-Related Injuries and Illnesses
  - OSHA Form 300A — Summary posted February 1 through April 30 annually
  - OSHA Form 301 — Incident investigation report for each recordable
  - JHA records retained minimum 3 years
  - Training records retained for duration of employment + 3 years