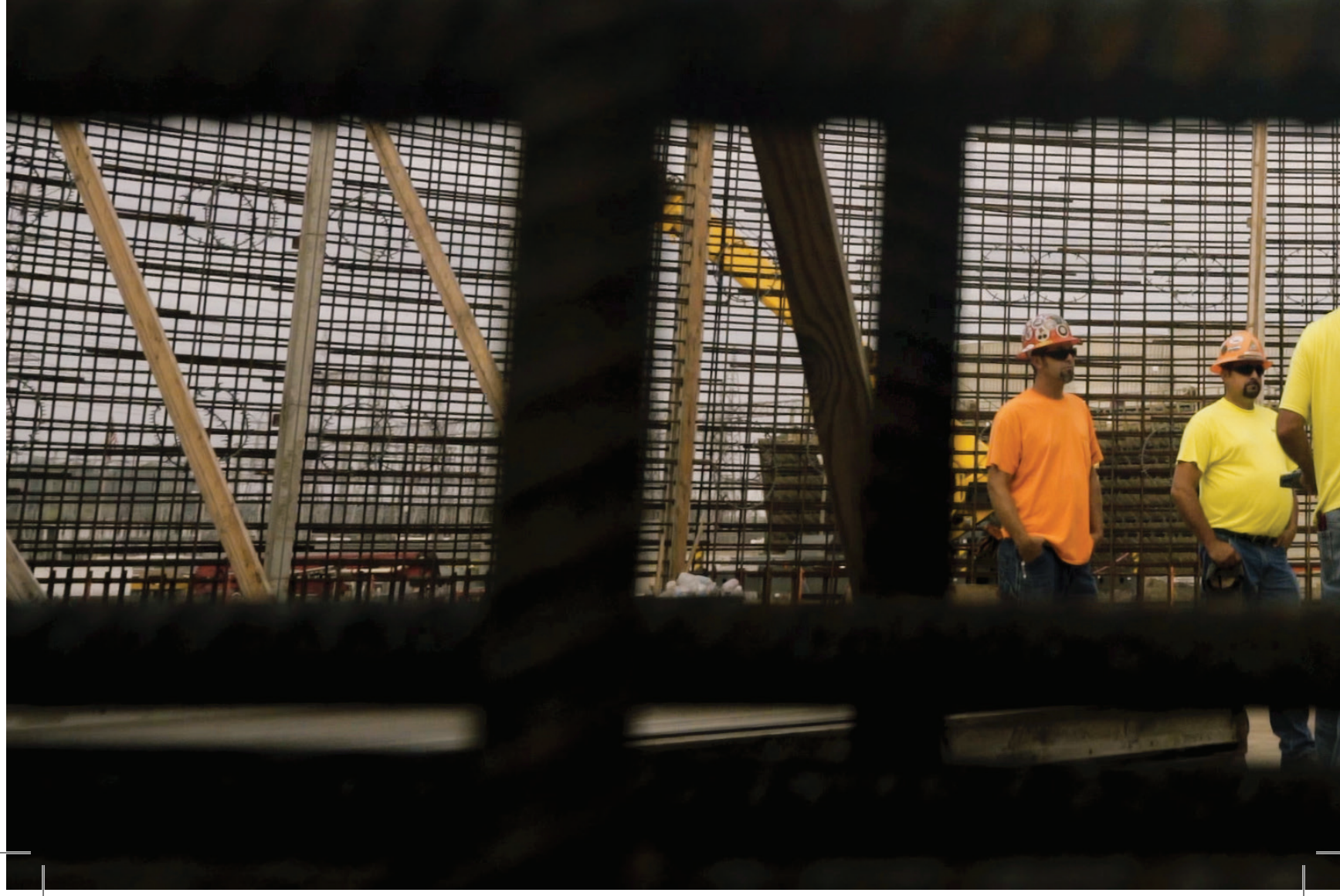
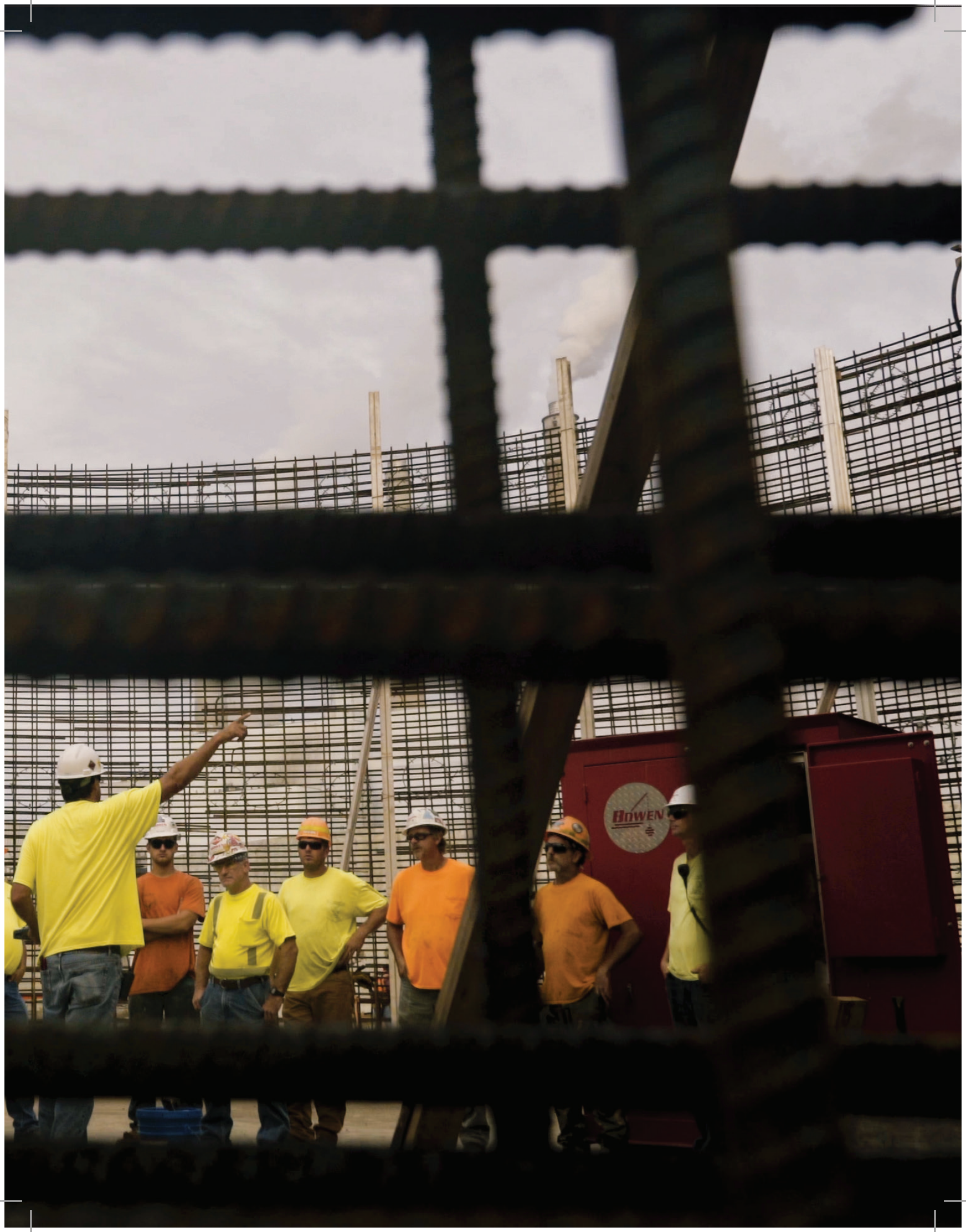


2023 SAFETY OVERVIEW

PILLARS OF BOWEN'S SAFETY CULTURE

- Genuine concern for others
- Model the way / leadership by example
- Use of STOPP (Stop. Think. Observe. Plan. Proceed)
- Celebrate active reporting of near-miss and good catch
- Don't Be A Spectator
- Bowen SQP Lean Construction Processes
- Partnership with owners to learn and share lessons learned
- Subcontractor participation in planning, orientation, daily meetings
- Communication of safety events and trends across organization
- Executive participation and ownership of safety







2023 AREAS OF CONTINUOUS IMPROVEMENT

- Participate in Construction Safety Week - "Strong Voices. Safe Choices"
- Expanded use of Good Catch and Near Miss reporting as primary safety metric within the organization
- Digital QR Submission of Good Catch and Near Misses
- Expanded use of technology and video to more clearly communicate lessons learned and best practices
- Addition of full-time safety training manager
- Improvement on our 2022 number of safety hours trained (5393)
- Increased focus on the hazards of stored energy
- Better digital tracking of Safety Training Records
- 2 Company-Wide Superintendent meetings dedicated to safety

OUR MISSION

Bowen's Health and Safety Department will strive to ensure, through personal accountability and safety excellence, that we are subject matter experts in hazard recognition and mitigation. We are dedicated towards zero injuries by acting as a vital resource for education, training and safety planning. We achieve this by exercising genuine concern for others while coaching and mentoring employees in all aspects of health and safety.



To lead the way in achieving a culture of safety through complete buy-in from all levels of operations. To serve as the driving force towards all safety strategies and initiatives while retaining and strengthening relationships amongst external and internal customers.

OUR VISION



SITE SAFETY MEETINGS

WE USE THE FOLLOWING MEETINGS TO SUPPORT AND INSPIRE THE DAILY CHOICE TO WORK SAFELY

Company-wide stand-down meetings (Minimum of 1 per year, as needed when leading indicators show risk)

Who: All craft, job sites - conducted by site supervision and supported by Sr. Leadership

Where: Outside main job site office trailer

What: Discuss all incidents that led to a recordable injury or serious near misses. Discuss leading indicators and predictive safety indicators (e.g. Safety Net)

All hands meeting (weekly)

Who: All site craft personnel - conducted by site superintendent

Where: Outside job site office trailer (ensure all can hear and communicate properly)

What: Weekly meeting to review the previous week's safety incidents from across the company (near misses, property damage, incidents, STOPP moments, etc.) & discuss company-wide toolbox talk topic selected based on trending issues.

Morning huddle (daily)

Who: Individual work crews (8-10 people) - conducted by foreman or lead craftsmen with crew involvement

Where: At the work face

What: Cover the planned tasks and their associated hazards / mitigation techniques for crew's activities (Review JSA)

End of Shift Meetings (daily)

Who: Superintendent, foreman, lead craftsmen, subcontractor leads - conducted by Site Superintendent

Where: Planning area in office trailer

What: Discuss previous days tasks & accomplishments, discuss and share any near misses and safety incidents, discuss plan and associated risks for the next day.

CONTINUOUS IMPROVEMENT

- Consistency and quality of morning huddles at job sites
- Inclusion of safety into every aspect of the end of shift discussions
- Consistency and quality of completed JSA forms



STOPP PROGRAM

WHAT IS STOPP?

STOPP stands for Stop, Think, Observe, Plan, Proceed. This program empowers **anyone** to stop work if conditions have changed, if something doesn't look or feel right, or if further planning is needed. A STOPP moment can be smaller and require a 5 minute stop, or significant and cause a multi-week change. No matter what, the goal is to avoid a safety incident before it happens.

Stop: Stop the activity by saying "I'm calling a STOPP moment." Inform your team and leads and all individuals surrounding the activity of concern, and direct them to stop all work activities.

Think: As a group, consider what has changed that is causing a concern. Why is this activity a concern or not? Discuss with your team what felt wrong about the situation.

Observe: Identify all risks and hazards associated with the activity. Consider if there is another way to complete the activity and minimize the risk or area of concern. What unseen hazards or consequences can you see that may not have been considered prior to starting work

Plan: Update the JSA to ensure any changes to hazards or operation plans are reflected. Discuss changes or observations with the site leadership and any other team members or stakeholders that may be affected by an updated plan.

Proceed: You may proceed only when the identified risk is eliminated or minimized as much as possible, and all employees have expressed comfort with the plan forward.

Remember, YOU are empowered to act, even if a more experienced journeyman next to you hasn't said anything. YOU are empowered to act even if it's your first day on the project. YOU have Bowen Sr. Leadership's commitment that you will not be negatively penalized for stopping work if you feel something is not right.

CONTINUOUS IMPROVEMENT

- Hesitation / lack of confidence in calling a STOPP moment (esp. for new craft on the project)
- Site supervision's communication skills can be ineffective in communicating STOPP culture
- Provide clear examples / definitions of STOPP moments for all craft members
- Provide additional / better hazard recognition training
- Consider ways to incentivize / encourage use of STOPP moments

INCREASE REPORTING OF GOOD CATCH & NEAR MISSES

WHAT ARE NEAR MISSES?

A Near Miss is an unplanned event that did not result in serious injury, illness, or damage – but had the potential to do so. A faulty process, management system, or improper work practice is often the cause of the increased risk and subsequent near miss.

WHAT ARE GOOD CATCHES?

A Good Catch is the identification of a potential project risk before there the hazard pops up or there is any need for a STOPP moment, or before a near-miss can even occur. These moments should be reported, and celebrated as they eliminated the hazard before they occur.

CONTINUOUS IMPROVEMENT

- We must establish and consistently maintain a culture reinforcing that every opportunity to identify and control hazards, reduce risk, and prevent harmful incidents must be acted on.
- We must establish a reporting system that is convenient and encourages reporting and enhances participation in our Safety Culture. Currently, physical cards are kept in the jobsite trailer and QR code stickers can be placed inside the trailer, on hardhats and around the site.
- Once we get sufficient near miss data to use for correlation studies, analysis, and performance measurement, our safety team must use it to report findings clearly and consistently back to our operations leadership. Yearly company wide stand-downs, bi-annual company-wide superintendent safety meetings, and weekly project manager meetings are utilized for safety reporting



☐ Safety ☐ Quality ☐ Production

☐ Near Miss ☐ Good Catch

Job No: _____

Date of Event: _____

Time of Event: _____

City/State: _____

Super/PM: _____

Submit to Superintendent or Safety Manager. If possible, please take photos.

Statistics	2020	2021	2022
Total Reports	1637	2637	4117
Good Catch	1490	2434	3853
Near Miss	147	203	264

NEAR MISS/GOOD CATCH CARDS

BOWEN SAFETY TRAINING OVERVIEW

Bowen's proactive approach to training is driven by our core values of Zero Injuries, Genuine Concern for Others, and Continuous Improvement. Equipping all team members, from the craft to upper management, translates to a safer project site for you. **In addition to daily JSA's given on each jobsite, Bowen conducts multiple trainings throughout the year.** This table highlights the majority of those trainings, though it is not a comprehensive list.

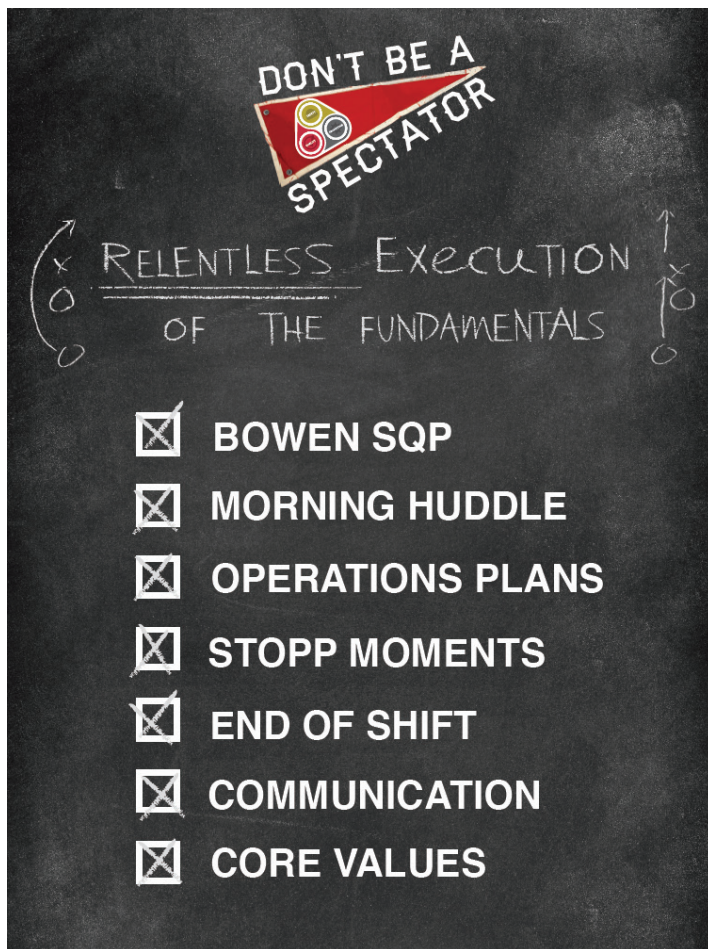


Training	Project Managers	Project Engineers	Supts.	Foremen	Safety and Site Safety Managers	Craft
OSHA 10hr (Required. Offered 2-3x per year. No expiration, but refresher course every 5 yrs.)	✓	✓	✓	✓	✓	✓
OSHA 30hr (Required. Offered 2-3x per year. No expiration, but refresher course every 5 yrs.)	✓	✓	✓	✓	✓	
OSHA 500 <i>Train the Trainer</i> (Required. Offered as needed.)					✓	
Competent Person <i>Confined Space, Fall Protection, Trench & Excavation, Scaffolding, etc.</i> (Required on each jobsite based on scope. Offered as needed.)	✓	✓	✓	✓	✓	✓
CPR/First Aid/AED/BBP (Required on each jobsite. Offered 2x per year min., and as needed on project sites)	✓	✓	✓	✓	✓	✓
Incident Investigation (2x per year min., as needed on project sites)	✓	✓	✓	✓	✓	
Hazard Identification (2x per year min., as needed on project sites)	✓	✓	✓	✓	✓	✓
POCT <i>iCup drug testing</i> (Required for those who administer. Offered as needed)	✓	✓	✓		✓	
Job Site Analysis (annual refresher course on how to administer)	✓	✓	✓	✓	✓	✓
New Hire Orientation (at time of hire)	✓	✓	✓	✓	✓	✓
Additional Site-Specific Scope Trainings (as needed)	✓	✓	✓	✓	✓	✓
SQP - Lean Construction (Required. Offered 2x per year.)	✓	✓	✓	✓	✓	

DON'T BE A SPECTATOR PROGRAM



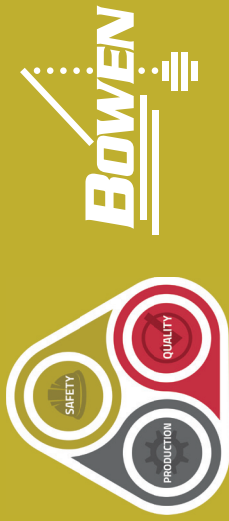
The *Don't Be a Spectator* Program reminds team members to take an active role in the Safety, Quality and Production of a project, and not to simply watch things happen.



**WATCH PROGRAM
OVERVIEW VIDEO**
(IT'S EASY - SCAN WITH YOUR CAMERA APP)



2023 SAFETY OVERVIEW



EMR (OCT 1 - SEP 30)	2020-2021	2021-2022	2022-2023
	0.62	0.80	0.87

OSHA Metrics	2020	2021	2022
Total Hours	1,136,641	1,076,603	1,427,195
Number of OSHA Recordable Cases	5	3	5
OSHA Recordable Rate (TRIR)	0.87	0.56	0.70
Days Away & Restricted Time (DART) Cases	3	2	2
Days Away & Restricted Time (DART) Rate	0.52	0.37	0.28
Number of Days: Days Away & Restricted Time	370	210	105
Fatalities	0	0	0

ADDITIONAL DOCUMENTS AVAILABLE:
Full Safety Manual, OSHA 300/300A Logs, EMR Letter, Training Overview, Drug and Alcohol Policy, Safety Culture Overview

TRAININGS PROVIDED TO EMPLOYEES:
OSHA 10HR, OSHA 30HR, OSHA 500, Competent Person, CPR/First Aid, Incident Investigation, Hazard Identification, POCT, Job Site Orientation, New Hire Orientation, SQP Lean Construction, Hazard Recognition, FTE Competent Person Training

ACTIVE ON PREQUALIFICATION SERVICES:



PowerAdvocate®



BOWEN HAS NO OSHA OR MSHA CITATIONS IN THE PAST 10 YEARS

