

ES&H PROGRAM REQUIREMENTS

ENVIRONMENTAL, SAFETY, & HEALTH POLICY

It is the policy of Phenix of Idaho, Inc. to accomplish all operations safely, giving first priority to the safety and health of the work force and to the protection of the environment and the public. SAFETY SHALL NOT BE COMPROMISED OR SUBORDINATED TO PRODUCTION. Each employee will be afforded the opportunity to work in a safe and healthy environment. Phenix's management, supervisors & safety officers will not order, direct, instruct or permit any employee to perform work or do any task that is unsafe.

This policy encompasses Phenix's goals to eliminate personal injuries, occupational illnesses, damage to equipment and property, and protection of the general public. Phenix is committed to the compatibility of construction and the environment by the reduction of environmental degradation and the elimination of negative environment, by using products that are less harmful and instituting practices that are harmless to the environment and safety conscious.

Further, Phenix requires that all subcontractors have their own ES&H program conforming to the requirements of 29 CFR 1926 or in the absence, they will adapt Phenix's ES&H program in its entirety.