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**Exhibit G**  
**To Hy-Vee Construction**  
**Standard Form of Subcontract Agreement**  
**January 2021**  
**SAFETY REQUIREMENTS**

The Subcontractor and its employees must comply with all applicable laws, codes, rules, regulations and requirements pertaining to the safe performance of its Work, including the Federal Occupational Safety and Health Act (OSHA).

In addition, the following minimum work standards are also applicable to and will be enforced on all projects:

1. The Hy-Vee Construction Project Team has the authority to remove any of Subcontractor's unsafe equipment, tools, scaffolding or other unsafe items, and has the authority to remove any of Subcontractor's employees that do not comply with these safety rules. Violations of these work rules may result in disciplinary action including termination of Subcontractor's continuing performance under this Agreement and permanent removal from the jobsite.

accordance with NFPA 70E, potentially requiring the use of written permits, arc flash protection, insulated gloves and tools, and appropriate flame resistant clothing.
2. All unsafe conditions shall be reported immediately to the Hy-Vee Construction Project Team. No person is required to work under any unsafe conditions. All Hy-Vee Construction employees are empowered to stop any work activity when unsafe conditions exist.

All work using cords or power tools (regardless of voltage or project status) must utilize Ground Fault Circuit Interrupter (GFCI) protection.
3. All accidents or injuries, no matter how minor, shall be reported immediately to the Hy-Vee Construction Project Team. All employees involved are required to assist in the investigation process. Appropriate first aid equipment and supplies shall be maintained in the project site office.
4. All work 6 feet or more above a lower level must utilize a 100% fall protection system. This includes but is not limited to guardrails, safety nets, or personal fall protection systems. Only full-body harnesses (ANSI A10.14 and Z359.1 approved) with shock absorbing lanyard or self-retracting lifeline and 5000 lb anchorage point shall be used for personal fall arrest systems.
5. Barricades or hole covers are required to protect holes in floors / roofs, edges of roofs, elevated platforms, excavations, and whenever necessary to warn or prevent persons or equipment from falling. Hole Covers must meet the following requirements:
  - a. All holes over 2 inches in diameter shall be covered.
  - b. All covers shall be capable of supporting, without failure, at least twice the weight of any person, equipment, and materials that may be imposed on the cover at any one time;
  - c. All covers shall be secured when installed to prevent accidental displacement and
  - d. All covers shall be marked with high visibility paint showing the word "HOLE" or "COVER"
6. Only qualified electricians shall perform electrical work. All electrical systems (regardless of voltage) must be de-energized and locked-out / tagged out for work to take place. If situations necessitate work on energized systems, written authorization must be given from the Hy-Vee Construction Project Team prior to work commencing. Energized work will be performed in accordance with NFPA 70E, potentially requiring the use of written permits, arc flash protection, insulated gloves and tools, and appropriate flame resistant clothing.

All work using cords or power tools (regardless of voltage or project status) must utilize Ground Fault Circuit Interrupter (GFCI) protection.
7. Excavations over 5 feet must be sloped, benched, shored or shielded, and must meet all other requirements. Before digging in any location, the Subcontractor must check to ensure that all underground utilities have been located and properly marked.
8. Subcontractor's employees shall comply with Hy-Vee Construction lockout/tag-out procedures when working on non-electrical energized systems or equipment (i.e., pneumatic, hydraulic, mechanical, etc.).
9. Only trained and authorized employees shall operate any trucks, loaders, backhoes, forklifts, aerial lifts, or other equipment.
10. All persons on the Project site must use proper equipment and clothing suited to the Work and the Work environment, including:
  - a. Hardhats must be worn by all workers, supervisors, clients, visitors and vendors at all times;
  - b. Safety glasses with side shields (meeting ANSI Z87.1-1989 standards) must be worn at all times on the Project site excluding offices. Additional forms of eye protection may be required.
  - c. Shirts which cover the shoulder and have 4" long sleeves and long pants are required; no dangling or loose clothing or jewelry may be worn around moving machinery;
  - d. High visibility vests or high visibility tee shirts are required for all jobsite personnel;
  - e. Work boots (no tennis shoes) are required;
  - f. Gloves for required activities;
  - g. Respirators will be used when an employee is exposed to airborne hazards. Proper training, physical exam and a FIT test are required.

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- h. Hearing protection in the form of earmuffs or approved ear plugs shall be worn on all high noise level jobs as required;
  - i. Subcontractor shall maintain appropriate first aid equipment and supplies in its Work areas at all times.
11. Subcontractor shall maintain good housekeeping in and around the project site at all times. No radios will be allowed on the Project site. (2-way radios for jobsite communication are allowed)
  12. All Work areas shall be properly illuminated at all times.
  13. All of Subcontractor's employees performing confined space work shall be properly trained.
  14. Subcontractor shall train its employees in the safe use of ladders as required. Defective ladders shall be tagged and removed from service.
  15. The Project Team has the authority to remove any unsafe equipment, tools or other unsafe items from the project. Tools and equipment shall be used properly and maintained properly to prevent injury, including:
    - a. Daily & pre-use inspections;
    - b. Damaged tools shall be tagged "DO NOT USE" and removed from service immediately.
    - c. Powder-actuated tools require certified training before use;
    - d. Power tools shall be operated only by authorized personnel and with guards "in place";
    - e. Hand tools such as hammers and chisels shall be properly used and maintained;
    - f. All slings, choker, and rigging equipment shall be free of defects. All hooks must have safety latches or keepers; and
    - g. Unauthorized use or removal of fire extinguishers from assigned locations is prohibited. Additional fire extinguishers required for task specific applications.
  16. Weekly Tool Box Talks are required. Subcontractor personnel and documentation of meetings are mandatory.
  17. Safety Data Sheets (SDS) are available in the Project site office. Any product brought to the Project site by the Subcontractor or its vendors must be accompanied with a SDS. Each affected person must be familiar with the information contained on the SDS.
  18. Subcontractor's employees who report for work under the influence of intoxicants or narcotics or consumption of them during the workday will be removed from the Project site. Subcontractor's employees who engage in horseplay, fistfights, unsafe acts, whistling, yelling at the public or obscene gestures, will be removed from the Project site. Weapons of all types including firearms are strictly forbidden on the Project site.
  19. All visitors to the Project site must check in with the Hy-Vee Construction Project Superintendent prior to going on site. The Hy-Vee Construction Superintendent will assign all construction parking areas.
  20. Smoking is prohibited outside of the designated smoking areas.
  21. Personal Cell Phone Usage: Personal cell phones are **not** to be carried or used by personnel during working hours. Phones can be checked during specific break times only. In case of emergency, the project site phone number should be used and the superintendent cell phone used as a secondary resource.
  22. All companies awarded a subcontract for work taking place in the State of Minnesota must be in compliance of the MNOSHA AWAIR safety program.
  23. **Each subcontractor must be in compliance with OSHA Crystalline Silica Standard by; having their own written Silica Exposure Control Program, having a competent person on each work site, and providing the means for your workers to carry out your control program. All work must be completed in accordance with Table 1 of the standard, or your company must provide documentation of professional testing completed to justify your work method / means.**

SUBCONTRACTOR HAS REVIEWED AND AGREES TO BE BOUND BY THESE SAFETY REQUIREMENTS

BY: \_\_\_\_\_

DATE: \_\_\_\_\_