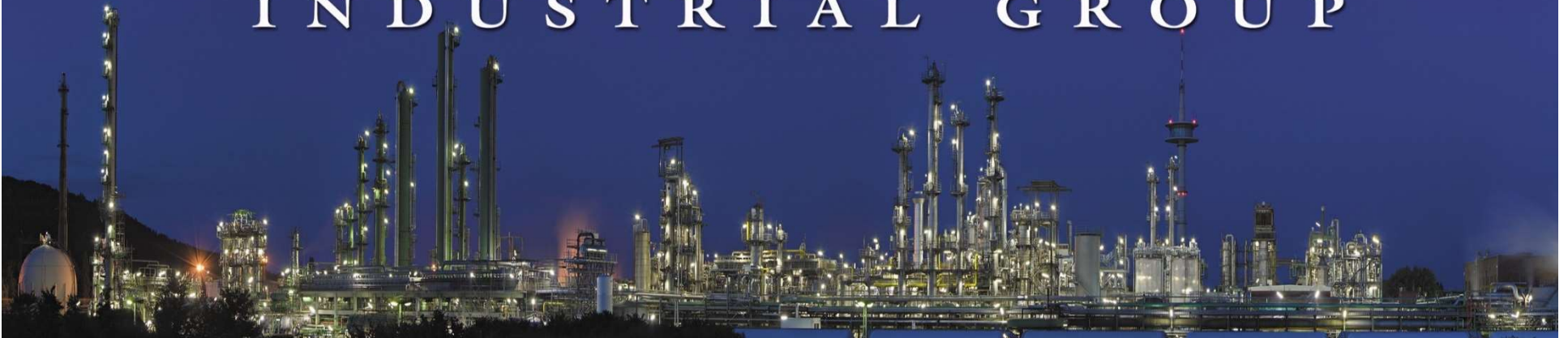


Richard Construction Inc.
Houston Business Roundtable
Presentation

RICHARD

INDUSTRIAL GROUP



Engineering - Construction - Turnarounds - E/I - Automation - Fabrication

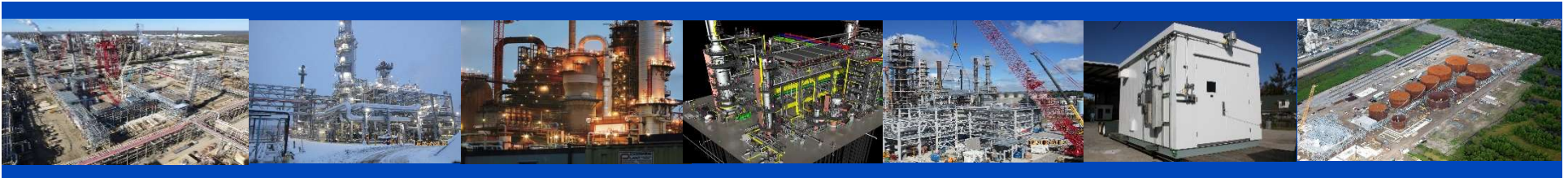
www.RICHARDIG.com

Best Practices

Subsequent JSA Requirement

Company trends indicated that an alarming number of injuries were occurring after lunch break

- A subsequent JSA review is required after lunch break, weather event, unit/facility evacuation or an near miss/incident occurrence
- The implementation of this requirement has shown a significant reduction in injuries
- 2013 – 42%
- 2014 – 58 %
- 2015 – 77%
- 2016 – 87%

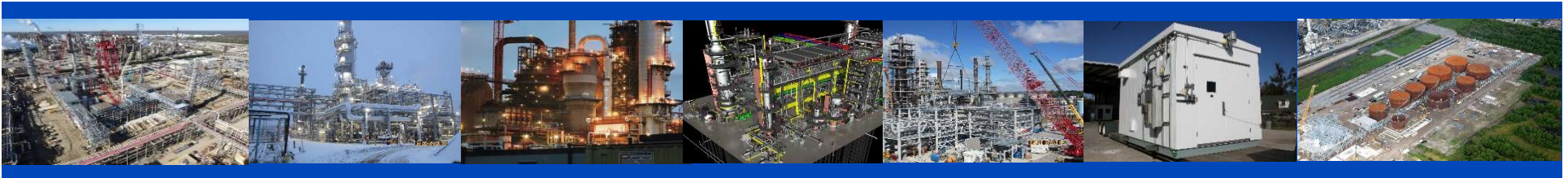


Best Practices

Employee Recognition Program

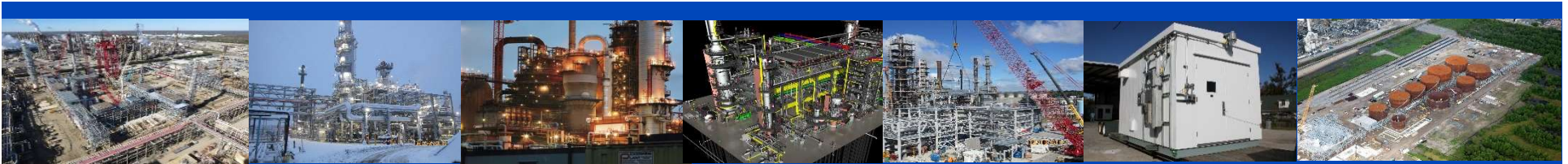
To encourage safe behavior and build employee trust; we want our employees to “walk the talk”

- When employees are observed exhibiting exceptional effort well above minimum requirements for the protection of personnel or equipment.
- The employee will receive a formal recognition from key members of the project and/or home office management. The employee will be recognized in safety meetings and company publications.
- All recognitions are shared in a company wide safety share with all employees



Best Practices

RCI fire watch LaShanna Moses was working at the Valero Houston Refinery. As she reviewed a hot work permit prior to signing it, she recognized that the required use of a 5 gas monitor was not listed. Ms. Moses exercised her Stop Work Authority and brought it to the attention of her supervisor.



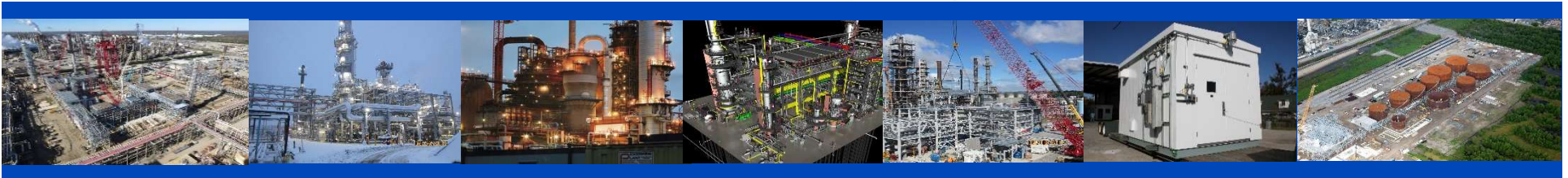
Best Practices

Supervisor Safety Training

To increase front level supervision involvement/accountability in the safety process to more effectively influence and manage employee safety. The training has both shown short term improvement results as well as a long term safety culture change.

- To clearly define what are the supervisor responsibilities of managing safety and health amongst his/her employees
- To ensure that all of RIG supervision are managing all facets of safety in the same fashion
- What it means to “own” our safety program
- To clearly define senior management’s expectations in regard to safety and personal accountability

To Date: 376 Supervisors have been trained



Best Practices

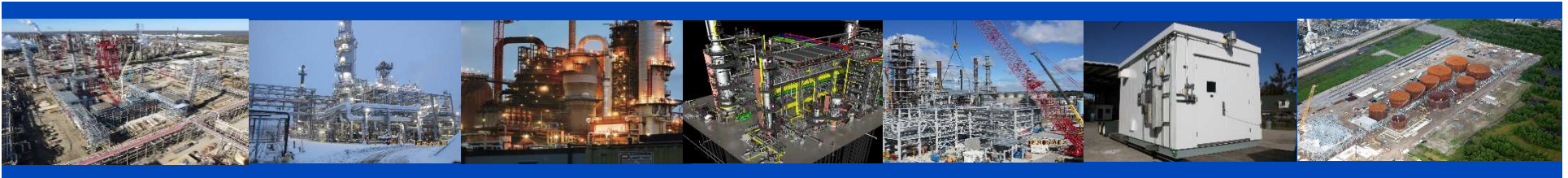
Supervisor Weekly Safety Meetings (Craft Supervisors)

Engages project supervision in safety and health activities

- Site Manager and Site Safety Manager establishes agenda
- Encouragement shall be given for a group discussion on methods of correction, improvement, etc. for health and safety concerns
- Any upcoming tasks with particular or inherent hazards are to be reviewed

Other items discussed:

- Review of weekly leading indicator report (observation summary)
- Review of Incidents and Trends



Best Practices

Construction Safety Committee (CSC)

Mission Statement

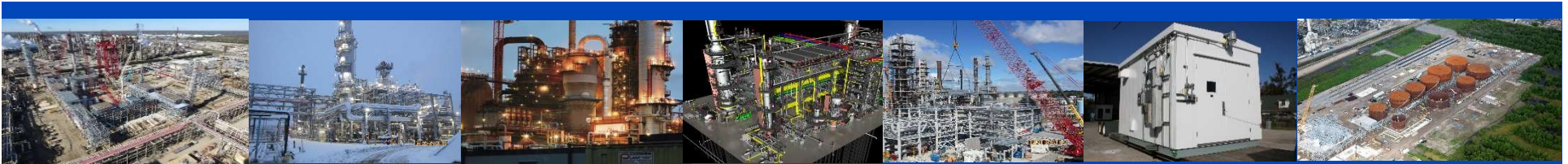
“To actively participate in managing the company safety program”

Comprised of the construction companies leadership team and chaired by Co-CEO, Art Richard

The committee engages the leadership team in company safety and health activities thus promoting ownership of our safety program

In addition, it provides employees an avenue of communication to express their safety concerns or suggestions.

- The CSC establishes safety goals and objectives
- The CSC Functions are to: Identify and prioritize safety goals and establish action plans to achieve goals
- The committee visibly demonstrates the company’s commitment to safety from an internal and external perspective and serves in developing a transparent safety culture



Conclusion

- Our Safety Culture consist of an environment of genuine trust, care, respect and commitment thus promoting employee ownership of the program and creating an atmosphere of open communication
- Richard Industrial Group leadership team is tasked with ensuring our safety culture, processes and tools are provided for each and every employee
- The true value of our safety culture goes beyond statistics, our employees understand that the ultimate reward is returning home SAFE

