



## **SAFETY**

The ultimate goal of the FSG Safety Policy is the health and well-being of employees and members of the public. FSG’s comprehensive safety and accident prevention policy and safety training programs have been carefully constructed to eliminate or control the hazards and risks associated with all company operations with the following in mind: minimizing personnel injuries, protecting property, achieving maximum efficiency, reducing unnecessary costs, and complying with all applicable regulations.

### **Drug Testing Policy**

FSG is committed to a drug-free work place, and conducts pre-employment, post-accident, random, and for-cause drug screening.

**Safety Team** FSG’s full-time safety team is lead by Shane Emerson, the Director of Safety & Risk. Each of our operating markets is overseen by a Regional Safety Manager who oversees our safety coordinators. The Safety Management Team has combined experience of over 100 years in electrical trade safety.

### **The FSG Safety Program**

- Written Safety Procedures
- Pre-Employment Drug Screening
- Hot Work Program and Training per NFPA 70E 2009
- Job Hazard Analysis Program
- Mandatory Annual Safety Training
- CPR / First Aid Training
- OSHA 10/30 Hour Training
- New Employee Safety Orientation and Training
- Post Incident Drug Screening
- Lockout / Tagout Procedures
- Vehicle / Driver Program
- Continuous Safety Education Training
- Weekly “Toolbox” Safety Meetings

	<b>2023</b>	<b>2024</b>	<b>2025</b>
<b>Experience Modifier Rate</b>	0.80	0.77	0.71
<b>Lost Time Incident Rate</b>	0.21	0.08	0.30
<b>Recordable Incident Rate</b>	0.25	0.28	0.36