

It is the policy of Morrison Homes to provide a safe and healthy work environment for all of its employees and subcontractors. Morrison Homes is committed, to the extent reasonably practical, to provide such an environment. Morrison Homes is further committed to creating a work place in which all employees, whether they occupy supervisory positions or not, assume responsibility for the safety and health of co-workers, subcontractors and customers in the work environment.

### **OBJECTIVES:**

This Policy has the following objectives:

- **Management Commitment and Planning**
  - ◆ to ensure management's commitment, as a matter of priority, to creating a safe and healthy work environment.
  - ◆ to establish procedures which will require management to plan for a safer and healthier work environment.
  - ◆ to establish methods by which management may measure performance in meeting safety objectives.
- **Training**
  - ◆ to mandate the development of appropriate safety training programs.
- **Hazard Identification and Correction**
  - ◆ to establish training programs and procedures that will assist in ensuring that hazardous conditions and practices will be identified and corrected.

### **EMPLOYEE RESPONSIBILITIES:**

It is important that each employee of Morrison Homes understand that the Company is committed to a safe work environment. Each employee has the responsibility to report conditions and practices that constitute a danger or hazard. The Company shall take no reprisals against employees reporting unsafe or unhealthy working conditions or practices to their supervisors or other members of management.

### **STRUCTURAL RESPONSIBILITIES:**

- **Corporate**

The Corporate Vice President of Architecture and Construction is responsible for all matters concerning safety and health in the Company's work places and on the Company's job sites. The Vice President of Architecture and Construction is to adopt appropriate practices and procedures to implement this Policy. The Vice President of Architecture and Construction shall monitor and measure compliance with such practices.

The Vice President of Architecture and Construction shall report on his activities to the President of Morrison Homes and to the Corporate leadership team. In order to assist George Wimpey PLC in monitoring and measuring safety performance on a Group-wide basis, the Vice President of Architecture and Construction shall also report regularly to the Group Executive Committee and Board of Directors. The Vice President of Architecture and Construction shall further report accident results yearly for inclusion in the Group Safety Report.

- **Divisional**

In each Division (or, if appropriate, satellite operation) the Division Vice President of Construction (or other highest ranking construction manager) shall serve as the Division Safety Director, responsible for all matters concerning safety and health at the Division's work places and on the Division's job-sites. The Safety Director is to adopt appropriate practices and procedures to implement this Policy on a local basis, and he or she shall establish appropriate safety training programs.

Safety Directors are responsible for maintaining records regarding the safety program, including training logs, inspection records and accident reports.

Safety Directors are responsible for ensuring compliance with local laws and regulations and handling local safety issues that supplement the Company-wide safety program. Safety Directors shall also serve as the contact persons for all OSHA issues on a divisional level.

Safety Directors are responsible for reporting all accidents to the Corporate Vice President of Architecture and Construction and, as appropriate, other senior managers at the corporate level. (See "Accident Reporting" below.)

- **Construction Sites**

Each construction site shall have the following items located in or near the construction office:

1. A copy of the Morrison Homes Safety Policy.
2. A copy of the OSHA Compliance Guide, Manual 3149, 1996 Edition.
3. A copy of the Material Safety Data Sheets (MSDS) Manual.
4. Copies of any pertinent local regulations.
5. Appropriate safety signage.
6. An approved first-aid kit and eye wash device.
7. Hard hats, safety goggles and gloves.
8. A telephone for emergency calls.
9. Drinking water.

In addition, the following items shall be posted inside the construction office:

1. A list of emergency phone numbers.
2. OSHA "Job Safety & Health Protection" poster.
3. A map of emergency care locations.

# **MORRISON HOMES POLICY MANUAL**

## **SAFETY**

**Policy No. : 1.7**

**Issue Date :**

**Rev. Date : 12/7/01**

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4. A schedule of safety meetings and seminars.

### **TRAINING PROGRAMS AND RECORDKEEPING**

The Corporate Vice President of Architecture and Construction and the collective group of Safety Directors shall be responsible for the design and implementation of a comprehensive safety training program. This group shall be responsible for outlining specific training requirements for each Division job position. Division Safety Directors are to ensure that adequate and up-to-date training logs and records are maintained.

Safety Directors are responsible for monthly "tool box" safety meetings and maintaining a log of participants. This log should be readily available for OSHA review. Safety Directors must also ensure that weekly job site Safety and Health Inspection forms are completed and maintained.

Safety Directors are responsible for keeping adequate records of job site accidents.

### **ACCIDENT INVESTIGATIONS**

Safety Directors are responsible for ensuring that all accidents are properly investigated and, as set forth below, properly documented and reported. Investigation of minor accidents may be delegated, but Safety Directors must assume direct responsibility for investigating any accident involving a fatality or a serious injury. In conducting their investigations, Safety Directors are responsible for:

- Notifying the appropriate authorities (including police, fire, OSHA, and local regulatory agencies);
- Securing accident scenes;
- Securing tools and equipment involved in accidents;
- Photographing or arranging for photographing of accident scenes and tools or equipment involved in accidents;
- Obtaining all information necessary to complete Accident Reports and related documentation; and
- Obtaining any witness statements deemed appropriate by the Corporate Vice President of Architecture and Construction or the Corporate Vice President - Legal.

### **ACCIDENT REPORTING**

Safety Directors are responsible for ensuring that all accidents are properly documented and reported. All accidents must be reported on the Morrison Homes Accident Report form with a copy kept in the Division Office and a copy sent to the Corporate Vice President of Architecture and Construction. Safety Directors must ensure that accident reports are factually correct and submitted in a timely manner.

All accidents should be reported immediately by telephone to the Division Vice President of Construction. Accidents involving a **fatality** or a **serious injury** (for example, an injury that is life-threatening or that may involve paralysis or a loss of a limb or sight or that is likely to result in a prolonged hospitalization) should be reported immediately by telephone to the Division Vice President of Construction and the Division President (or, in his or her absence, the Division Vice President of Finance) and the Regional Senior Vice President, the Corporate Vice President of

Architecture and Construction and the Corporate Vice President - Legal. The Corporate Vice President of Architecture and Construction and the Vice President - Legal shall promptly report all fatalities to the President of Morrison Homes and the Group Chief Executive.

Accident Reports involving a fatality or a serious injury should be accompanied by a separate memorandum describing the accident and containing the information outlined below. This memorandum should be forwarded as soon as possible following the accident to the Vice President of Architecture and Construction and the Vice President - Legal.

1. All pertinent information regarding the accident victim or victims (name, age, company, position, supervisor, home address, name of local relative or other contact, etc.).
2. All pertinent information regarding witnesses (name, age, company, position, supervisor, home address, etc.)
3. A detailed description of the accident scene, including:
  - Location
  - Stage of construction
  - Site conditions
  - Weather
4. A detailed description of the accident, including:
  - A description of any tools or equipment involved in the accident, including a description of their condition.
  - A description of what each person involved in the accident was doing at the time of the accident.
5. A detailed description of any injuries suffered in the accident and a description of the condition of each victim after the accident (for example, conscious, alert, communicative).
6. A description of any medical treatment rendered at the scene, including the identity of those rendering such treatment and a statement as to whether the victim was moved and, if so, by whom.
7. If appropriate, statements from pertinent witnesses.
8. If applicable, a statement as to whether the Builder was at the scene of the accident when it occurred (if the Builder was not at the scene, a statement as to how the Builder was notified and an estimate as to the time it took for the Builder to arrive.)
9. A list of all agencies or emergency medical providers that responded to the accident, including a statement identifying the lead person for each such agency or provider.
10. A statement as to whether representatives of any subcontractor investigated the accident and, if so, a description of their investigation.
11. A statement describing any investigation undertaken by OSHA or any other governmental agency.