

# **MOHAWK INDUSTRIES, INC.**

## **AND ITS SUBSIDIARIES AND AFFILIATES**

### **General Safety Regulations for Contractors on Mohawk Premises**

The following safety regulations of Mohawk Industries, Inc. and its subsidiaries and affiliates, as applicable (“Mohawk”) apply to all contractors, including all agents and subcontractors of such contractors (“Contractors”), and to all their employees working within, on, or around any premises of Mohawk (the “Premises”), whether on construction, maintenance, or otherwise. Mohawk Engineering Department or the facility manager will designate a project coordinator (“Project Coordinator”) in connection with each contractor’s work assignment. Contractors shall report to and follow the instructions of their Project Coordinator in connection with these rules and shall ensure that all of their employees working on the Premises are furnished a copy of, and are familiar with, these rules. THESE RULES ARE NOT INTENDED TO, AND SHALL NOT SUPERSEDE, NOR SHALL THEY RELIEVE THE CONTRACTOR FROM COMPLIANCE WITH, ANY FEDERAL, STATE, OR LOCAL SAFETY AND ENVIRONMENTAL REGULATIONS INCLUDING, WITHOUT LIMITATION, REGULATIONS OF THE OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION (“OSHA”), THE ENVIRONMENTAL PROTECTION AGENCY (“EPA”), AND STATE SAFETY AND ENVIRONMENTAL REGULATIONS.

#### **1. CONTRACTORS**

1.1 Contractors shall assume responsibility and ensure that all contract employees, equipment, subcontracts, and supplies are trained/certified in accordance with all federal/state/local, law/regulations/rules and shall have the appropriate documentation to support training/certification. Contractors shall assume all liability for their employees, equipment, subcontractors, supplies, and agents for all work being performed. All contractors and their agents have STOP WORK AUTHORITY.

1.2 At the physical location where the work is being done, Contractors shall establish and post an Emergency Action Plan that contains at a minimum the following:

- A dedicated 24-hour call line/contact for emergencies
- All relevant permits
- Local emergency contact numbers
- All relevant utility contact numbers
- Site evacuation
- Inclement weather
- Active shooter situations

1.3 Equipment/machine shutdown shall be controlled by Mohawk, unless otherwise specified. All procedures such as LOTO, gas, power transmission of any type, or other specific procedures shall be handed off between the Mohawk Project Coordinator and Contractor, and such handoff shall be documented.

1.4 Any changes to pre-designated work, hazards, or specific instructions shall be clarified and disseminated in writing to all appropriate parties.

1.5 Contractors shall supply all necessary equipment in safe working order.

1.6 Unsafe workmanship, taking chances, horseplay, illegal activity (such as, but not limited to, fighting, gambling, or alcohol intoxicants or illegal drug use) is prohibited on Mohawk property. Firearms, pyrotechnics/fireworks and/or strike-anywhere matches shall be prohibited.

1.7 Contractors shall conduct a pre-shift/task safety meeting when employees on-site are performing life/safety critical tasks (such as, but not limited to, crane lifts, permit required confined space work, trenching/digging, welding, or cutting).

## 2. CONTRACTOR EMPLOYEES AND SUBCONTACTORS

2.1 Contractors' employees shall comply with Mohawk's contractor dress code when on the Premises; specifically, Contractor's employees shall wear shirts, long pants, and shoes that completely cover the feet. Shorts, tank tops, open shirts, and sandals are prohibited. When employees are working near machinery or heavy equipment, long hair shall be tied back at no longer than shoulder length, jewelry shall be removed, ties shall be tucked in, and similar precautions taken. Warning garments shall be worn in high traffic areas, areas that are required by facility policy or, at the request of the Project Coordinator. The warning garment shall be highly visible in color and shall be worn at all times as specified by the Project Coordinator. Contractors' employees shall also comply with any other requirements of which the Project Coordinator advises them.

2.2 Contractors shall inform their employees that: (i) running or jumping off platforms or raised surfaces is prohibited, (ii) they must walk up or down stairs while using the handrail, (iii) they must use a ladder, platform or appropriate lifting device when ascending or descending from elevated structures, surfaces, or conveyors, (iv) the possession of or use of unauthorized or illegal drugs, intoxicating beverages, or weapons on the Premises is prohibited, (v) ladders must be properly secured at the base and top, (vi) compressed air shall not be used to clean clothing or personnel and (vii) "horseplay" is prohibited.

2.3 Contractors are responsible for the safety of their employees and for exercising care to prevent injury or illness to others. Contractors shall report any accidents causing death, personal injury, or property damage that arise out of or in connection with their work to the Project Coordinator immediately after the occurrence of such accidents. Contractors shall also submit to Project Coordinator a written report regarding such accidents within five (5) days of such occurrence.

2.4 Employees may eat only in designated areas on the Premises.

2.5 Smoking is prohibited on the Premises unless designated areas are specified.

2.6 Employees shall comply with Mohawk's specific requirements in regard to the wearing of personal protective equipment for all tasks. All personal protective equipment is to be provided by Contractor.

2.7 Contractors shall ensure that all employees are trained to perform their work safely and shall be familiar with all federal/state/local laws, regulations, and rules as they apply. Contractors also shall ensure that all known hazards associated with the job are communicated to their employees, in writing, including, but not limited to any "Hazard Communication" required by OSHA.

## 3. INSURANCE MINIMUM LIMITS

3.1 The Contractor shall maintain a current Certificate of Liability Insurance with the Mohawk Risk Legal Department and Engineering Department. This certificate shall be updated on a yearly basis and can be sent to [Risk@mohawkind.com](mailto:Risk@mohawkind.com).

\*Additional requirements may vary, depending on the services provided.

3.2 The minimum insurance limits for **Domestic Contractors** shall be as follows:

a) Workers' Compensation and Employer's Liability – Workers' Compensation to statutory limits; Employer's Liability \$1,000,000 per accident.

b) General Liability - \$1,000,000 per occurrence, \$2,000,000 aggregate

c) Auto Liability - \$1,000,000 combined single limit

d) Umbrella/Excess - \$1,000,000

3.3 Mohawk Industries, Inc. and any wholly owned subsidiaries shall be named as additional insured to Commercial General Liability, Commercial Auto Liability and Excess Umbrella Liability. Contractors and its insurers shall waive any and all rights of subrogation against Mohawk.

3.4 The minimum insurance limits for **International Contractors** shall be as follows:

- a) Civil Responsibility with limits of at least € 1.000.000 per occurrence Bodily Injury and Property Damage; € 1.000.000 Products/Completed Operations; € 2.000.000 aggregate
- b) Excess Umbrella Liability (see a), with general limit of at least € 2.500.000 per occurrence
- c) Workers' Compensation and/or Employer's Liability, if legally required and/or recommended with limits of at least € 1.500.000;
- d) All Risks, on a replacement cost basis insuring the Contractor's real and personal property, including financial loss following.

Territory coverage to include USA.

#### **4. MATERIALS AND EQUIPMENT**

4.1 Contractors must obtain the Project Coordinator's approval prior to bringing on the Premises any chemical, cleaning agent, coating material, degreaser, radioactive material, or any other materials or equipment to be used by Contractor that may be hazardous to persons, property, or the environment.

4.2 Contractors shall submit to Project Coordinator a completed Chemical Inventory List and Safety Data Sheet (SDS) for all chemicals or other materials, as appropriate, prior to bringing such chemicals or materials on the Premises.

4.3 Contractors shall ensure that all containers, tanks, vessels, or drums containing chemicals or materials of the type referred to in Section 4.1 are labeled according to identity of the material (content), appropriate hazard warnings, and name/address of the manufacturer. All containers shall be labeled prior to arrival on the Premises. Manufacturer's labels shall not be removed or defaced.

4.4 Prior to storing any bulk quantities (greater than 55 gallons) of any liquid material in a single container on the Premises, Contractors shall dike the area surrounding such container so as to prevent any spillage from reaching any ground or surface waters or sewer systems. The volume to be contained by such dike shall be equal to 110% of the largest single container.

4.5 Contractors shall handle, remove, dispose of, or otherwise deal with substances that are a) hazardous or toxic within the meaning of federal, state, or local laws, regulations, or ordinances, b) are otherwise dangerous, or c) may involve special risks of injury to persons or damage to property if not treated properly ("Hazardous Substances"). The disposal of liquid, solid, or gaseous waste, chemical, or any other material on Mohawk's property is prohibited. Contractors shall arrange for the removal and disposal of all such waste and scrap material in accordance with applicable local, state, and federal laws, regulations, or ordinances. Prior to bringing on the Premises any material classified under any federal, state, or local laws or regulations as "hazardous," or as a pesticide, insecticide, fungicide, or rodenticide, Contractors shall obtain Mohawk's approval of their disposal procedures regarding such materials.

4.6 Contractors shall immediately inform Mohawk of any known or suspected releases of any hazardous substance as required by the Comprehensive Environment Response, Compensation & Liability Act of 1980, as amended, including (but not limited to) notice of any releases as required by Title VII of the Superfund Amendments and Reauthorization Act of 1986 (commonly known as the Emergency Planning and Community Right to Know Act of 1986).

4.7 Contractors shall cease work immediately and notify the Project Coordinator if, in the course of removing or replacing insulation material, they discover, or have reason to suspect, that such material contains asbestos.

4.8 In servicing or repairing Mohawk's equipment that requires deactivation of electrical circuitry, or pressurized pipes or lines, Contractors shall follow Mohawk's specific lockout/tagout procedures for the "lockout" of hazardous energy sources.

4.9 Contractors performing work in "Confined Spaces," including, without limitation, areas of poor ventilation or where an oxygen deficiency or other atmospheres immediately dangerous to life or health (IDLH) may exist, shall comply with all federal, state, and local laws, regulations, and ordinances relating to, among other things: entry permit, pipeline and electrical lock-out, cleaning, oxygen content verification, required breathing apparatus, standby attendant, standby rescue team, combustible vapors, ventilation, power source, lights, grounding, solvents, and fall prevention and protection.

4.10 Contractor shall not use Mohawk's equipment or materials unless the Project Coordinator specifically authorizes such use in advance. Mohawk's authorization will not be granted without Contractor's proper documentation of training to use such equipment or materials. Training documentation shall be required in all cases prior to authorization for Contractor to use Mohawk's powered vehicles (e.g., tugs, forklifts, man lifts). As a rule, Contractors shall not use Mohawk's equipment.

4.11 Contractor has experience and expertise in performing services of the type required by the Contract and fully understands the special consideration applicable to the Hazardous Substances involved in the performance of the Contract.

4.12 Contractor will on request consult and cooperate with Mohawk and will comply with the reasonable instructions of Mohawk in connection with any Hazardous Substances, but nothing done by Mohawk shall relieve Contractor from compliance with all applicable federal, state, and local laws, regulations, and ordinances. Contractor and Mohawk are not engaged in any joint ventures in any respect.

4.13 If the Contract involves the removal or disposal of Hazardous Substances, or both, title to and risk of loss of such Hazardous Substances will pass to Contractor at the time the Hazardous Substances are picked up by Contractor at the Premises, but this shall not affect Contractor's obligations of compliance with applicable laws, regulations, and ordinances of Contractor's obligations of insurance with respect to such Hazardous Substances. Contractor shall take extreme precautions against the possibility of damage to any property or injury to any person during the transport of such Hazardous Substances from the Premises and in their disposal.

## **5. FIRE AND OTHER EMERGENCIES**

5.1 Contractors shall report all suspected fire hazards to Project Coordinator immediately. Contractor shall, without delay, take corrective action to remedy any such hazard resulting from the work.

5.2 Contractors performing welding, cutting, or burning work on the premises shall communicate with the Project Coordinator to obtain and strictly comply with Mohawk's Hot Works Program and the Mohawk Property Conservation Manual. Contractor shall work through the Project Coordinator to ensure compliance with these programs.

5.3 Contractors shall not block access to emergency equipment or exits. This also applies to exterior equipment such as hydrants and control valves.

5.4 Contractors shall obtain from Mohawk the location and operating method of all eyewash stations and/or safety showers in their work areas.

5.5 Contractors involved in activities that cause the shutdown of fire suppression systems shall communicate with the Project Coordinator to obtain and strictly comply with Mohawk's Red Tag Permit System the Mohawk Property

Conservation Manual. Contractor shall work through the project Coordinator to ensure compliance with these programs.

**6. HOUSEKEEPING**

6.1 Contractor shall ensure that all debris is kept clear from all walking and working areas. A clean, tidy, and orderly work area shall be required at all times.

6.2 Contractor shall ensure that all combustible scrap and debris is removed at regular intervals during the course of construction. A safe and regular means shall be provided to facilitate such removal.

6.3 Contractor shall ensure that all garbage and other waste is removed at the end of each working day. Containers shall be provided for the collection and separation of such waste. All metal shall be disposed of in metal disposal containers.

**7. MISCELLANEOUS**

7.1 Contractors shall comply with all of Mohawk’s safety signs and markings. No one shall enter areas that are barricaded, roped-off, or marked “restricted” without prior written authorization from the Project Coordinator.

7.2 Contractors shall enter and leave the Premises through entrances and exits assigned by the Project Coordinator and shall follow assigned routes to and from the work area.

7.3 Contractors on site shall inform other contractors working in the area on the premises of hazards associated with the Contractor’s work and shall work with the Project Coordinator to ensure that Mohawk employees are restricted from working closely to or being affected by hazardous operations.

\_\_\_\_\_  
Contractor Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Company Name