



Our Commitment

T. E. A. M.

At Star Cooling Towers, Safety is a value that exceeds all others. We are committed to an Accident Free workplace through:



- **TRAINING:** Proactive training programs available to all employees.
- **EMPOWERMENT:** Everyone has the authority to say 'NO' to unsafe conditions.
- **ACTION:** We are committed to taking the steps necessary to protect our people, and to the continuing challenge of improving our safety system.
- **MOTIVATION:** Making sure that everyone goes home safe each day remains our primary motivation – above profit, above schedule, above all else.

Safety Culture

Star Cooling Towers has a strong safety culture. Everyone at Star feels responsible for safety and pursues it on a daily basis; employees go beyond “the call of duty” to identify unsafe conditions and behaviors, and to intervene to correct them. For instance, any Star Cooling Towers employee feels comfortable walking up to the construction manager and/ or CEO and reminding him or her to wear safety glasses. This type of behavior would not be viewed as forward or over-zealous, but would be valued by Star management and rewarded. Likewise, co-workers routinely look out for one another and point out unsafe behaviors to each other. Safety is a **VALUE** of Star and is an integral part of our operations. Management and employees are committed and

involved in preventing losses. Our focus is on eliminating unsafe behaviors and building systems that proactively improve safety and health conditions. Employee safety, and doing things the right way, take precedence over short term production pressures. Production does not suffer, but is enhanced due to the level of excellence developed within.

Employee Screening Program

Pre-employment physicals, ergonomic task testing, drug and alcohol testing, and background checks are the first steps in the due diligence process of a comprehensive Employee Screening Program.

Our unique four step methodology and approach to a comprehensive and compliant employment Due Diligence Program set Star apart from others in the industry. **T.E.A.M.**

- Star Cooling Towers is NASAP and NABSC compliant.
- TWIC – Transportation Worker Identification Credential – Meeting the requirements of the federal mandate for unescorted workers in designated “secure” maritime facilities.
- Audiometric Testing
- Medical Clearance for Respirator Use
- Respirator Fit Testing

Training

Safety, Health and Environmental Training:

General safety training courses are conducted through lectures, videos, hands on demonstrations and multi-media computer programs.

Safety education is provided by the local area contractors safety councils and qualified Star Cooling Towers site safety managers. The minimum safety training for a Star field employee shall include:

- New Hire Orientation
- Basic Plus (OSHA mandated orientation)
- Confined Space training
- Fall protection Systems training
- Respirator training
- Hearing Conservation

Safety Practices

Star Cooling Towers has developed exceptional safe work practices, safe job procedures and safety policies.

Safe Work Practices

Star’s safe work practices are written methods outlining how to perform a task with minimum risk to people, equipment, environment and processes. Our safe work practices have been developed as a result of completing a Hazard Assessment and sound construction techniques.

Safe Job Procedures

Star's safe job procedures are a written series of specific steps that guide workers through a task from start to finish in a chronological order. Safe job procedures are designed to reduce the risk by minimizing potential exposure. Safe job procedures are established by management and workers as a result of a Hazard Assessment, accident investigation, and/or as a supplement to a safe work practice. All workers are made aware of the fact that safe job procedures have been established, are in effect, are written down and MUST be followed.

Star Cooling Towers has incrementally built a collection of safe practice / procedures for our construction activities. We continue to build new safe practices / procedures and refine existing safe practice / procedures.

Job Safety Analysis

Each day, prior to starting work, a Star Cooling Towers Job Safety Analysis, "JSA" checklist is completed by the work group. This JSA checklist is a safety management tool that is used to identify, eliminate or control hazards associated with a certain job or procedure.

Engineered Fall Protection Plan

Star's Fall Protection Plan – meeting OSHA regulations developed by a qualified person (professional engineer). Overhead anchorage locations are analyzed and established as part of an overall fall arrest system. Temporary male/female fiberglass plenum ladder sections are secured to the internal cooling tower framework. A retractable lifeline is installed above the temporary ladder providing a fall arrest for workers traveling up or down the ladder. The fall Protection Plan is maintained at the work site and implemented by a competent person, and changed only by a qualified person.

Safety Team

Star's safety culture is promoted by each member of our team through planning, implementing and evaluating safety throughout the company on a daily basis. Led by our Safety Director, each member of Star Cooling Towers gets involved in making a zero-accident workplace a reality.



9007 FM 2759
Richmond, Texas 77469
Toll Free: 800-231-0534
Ph. 713-645-3323

www.starcoolingtowers.com