

Our Approach to Total Safety

At Gilbane, it's important that the safety actions of our employees and colleagues are driven from choice, not just from formal compliance. The Gilbane Cares philosophy is built on the belief that everyone – our employees, clients, partners, and the public – deserves a safe, healthy, and secure work environment. Wellness and safety are paired with the recognition that the health of our employees impacts their ability to remain safe and injury free at work.

The risks across the construction industry are real, including the ones we cannot physically see. Creating both a physically and mentally safe space are critical when it comes to creating safe and productive work environments. Conversations about widespread issues involving depression, stress, anxiety, and substance abuse among construction professionals have recently become less stigmatized, but there are still critical steps that can be taken to help support mental health in the workplace.



Gilbane Cares Moment

As part of our culture, we start off every meeting with an individual sharing a “Gilbane Cares Moment.” Each moment is a helpful tip, reflection, or reminder about being safe at work or at home.



Promoting Wellbeing

Gilbane is focused on the mental and emotional wellbeing of our employees and trade contractors. Given the prevalence of depression and opioid abuse in the construction industry, the promotion of mental health is a critical priority.

Gilbane’s mental health resources and initiatives to reduce barriers and stigma to behavioral health treatment include:

- › Live Well program, a comprehensive employee assistance program that provides counseling and support for all kinds of challenges you face in life
- › Behavioral health co-pays are equal to primary care visits
- › Extensive training to employees for managing stress/anxiety/depression and recognizing mental health issues in the workplace
- › Mindfulness and stress reduction programs
- › Training to recognize issues like depression and drug abuse, and stock of “Naloxone Rescue Kits” to provide life-saving aid in the event a worker experiences an opioid overdose
- › Workday readiness reviews for subcontractors to discuss daily with their teams to help facilitate physical, mental, and emotional health check-ins
- › Deployment of counseling services to jobsites for all employees and subcontractors in the event of a serious incident.
- › An emphasis from our leadership on the importance of mental health.



2021 Construction Safety Week

Gilbane served as chair of Construction Safety Week 2021 – an industry-wide opportunity to join forces and strengthen the industry’s safety culture and performance by sharing resources and best practices. Each year the campaign brings together over 70 national and global construction firms to inspire everyone across the industry to be leaders in safety. The celebratory week aims to raise awareness and communicate dedication to our shared culture of care.

Gilbane and the Construction Safety Week executive committee introduced the theme of Holistic Safety and helped drive awareness around the importance of both mental and physical wellbeing. The theme encouraged conversations surrounding mental health among Gilbane employees and trade partners. Education is the most powerful tool in helping to reduce the stigma surrounding mental health and improving the environments in which we all live and work. Construction Safety Week played a critical role in building relationships with our team and empowering them to bring their best and authentic selves to work every day.

“Wellbeing and safety are paired with the recognition that the health of our people impacts their ability to remain safe and injury free at work. We are committed to promoting holistic safety in the workplace because safety is a value and obligation that unites us across teams and the entire construction industry. It is through this commitment that we are able to ensure everyone can do their best work and return home safely to their families.”

Rebecca A. Severson
Senior Vice President,
Director of Corporate Safety



5x

CISE Safety
Award Winner
*Construction Industry
Round Table*

Over
134,000
life-saving
interventions

2008-2021



In 2021
96%
of our projects had
zero lost time
injuries

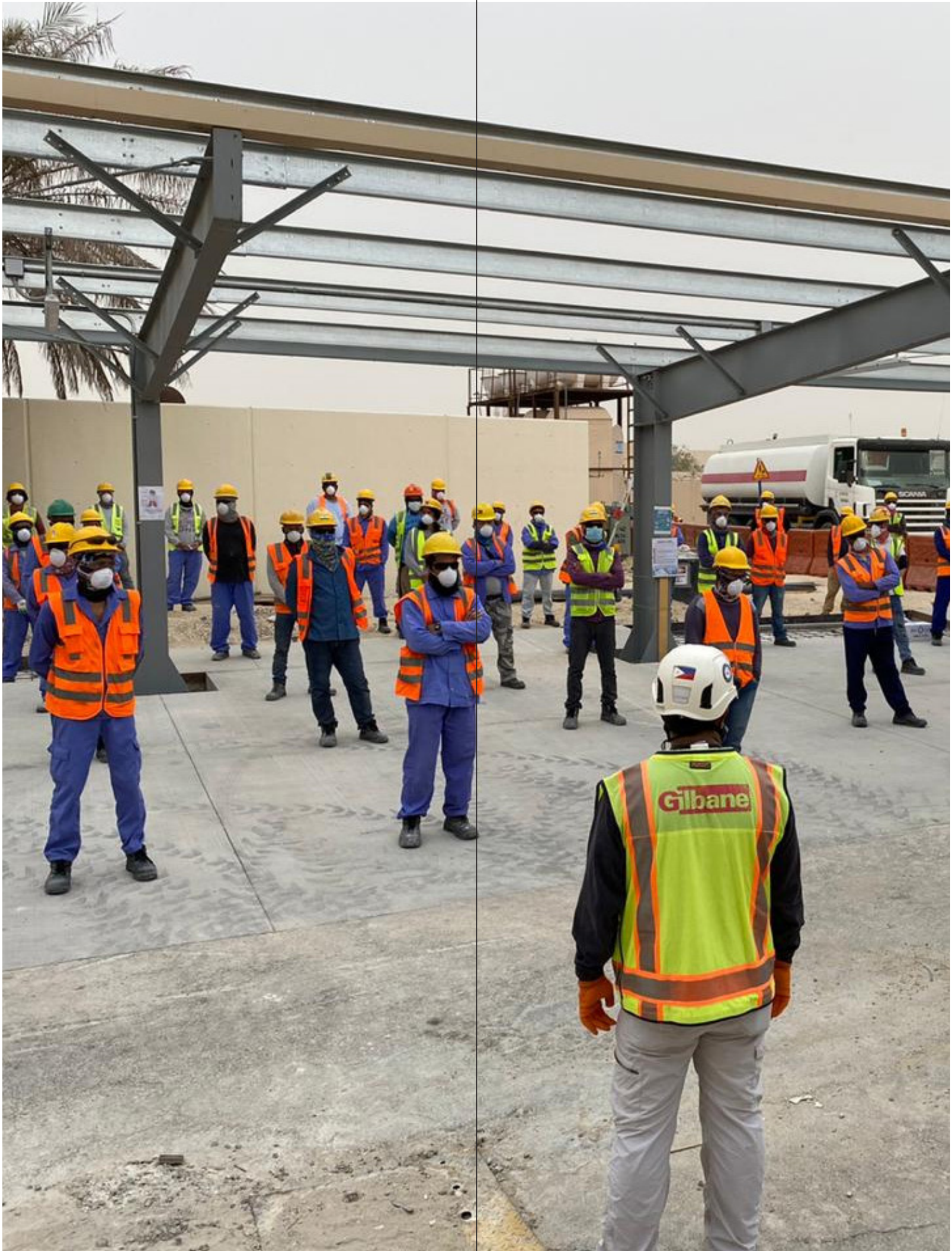


The Basics

Using mind and body to ensure total safety is critical. Through our progressive safety programs and techniques, we strive to ensure that all our operations are incident free. Our implementation of ‘Gilbane Safety Non-Negotiables’ is an example of ways we are helping our project teams stay consistent in safety practices across multiple locations. These non-negotiables help save lives and make our jobsites and offices safer every day.

Safety Non-Negotiables

-  6’ fall protection
-  New worker orientation
-  SafetyNet inspection
-  Safety manager for critical trades
-  100% cut level #4 gloves
-  Stretch and flex daily by all
-  Short Service Worker Program
-  Safety briefing prior to any walk
-  Drug and alcohol testing
-  Reflective vests
-  Housekeeping and clean-up
-  Safety toed footwear
-  Hard hat
-  Safety glasses



COVID-19 Response: Safer Together

Since the outset of the COVID-19 pandemic, Gilbane has deployed risk mitigation, response, communication, and business continuity strategies to maintain the health and safety of our people, subcontractors, clients, partners, and the public. A special task force was formed to continuously monitor public health information and business implications, ensuring the support of our people and our projects.

Each member of the pandemic task force represents a core functional area and/or geographical division for each phase of the pandemic. The task force includes representation from Crisis Management, Legal, Finance, Risk Management, Human Resources, Corporate Safety, Supply Chain, Communications, Information Technology, and key operational leaders. All members of the task force are trained and understand their roles, responsibilities, and authority levels. Key actions and detailed tasks are outlined for each function and corresponding pandemic phase as guidance to produce proper communications, alerts, and prioritized actions. In response to the COVID-19 pandemic, the task force established a Coronavirus hotline and email; an internal portal to keep employees informed; operations resources for clients, trade contractors, and business partners; and office and job site health and safety protocols.

The task force continues to monitor COVID-19 developments, overseeing and deploying new policies as needed with the goal of preventing the spread of the virus.



Helping our Employees Live Well

In keeping with our “People First” vision, Gilbane offers benefits focused on the health and wellbeing of its people, recognizing that they are our most important resource. Our comprehensive benefits package also includes benefits focused on Total Wellbeing. When employees are happy and healthy, they can bring their best selves to work and their best work to Gilbane and our clients.

Wellness Program

Our Wellness Program is designed to support employees’ occupational safety, mental/emotional wellbeing, financial wellness, and physical wellness. Broadening our focus helps our employees achieve and maintain their best life at work and at home. Additionally, Gilbane places a special emphasis on enabling support for employees who are caregivers – whether they care for children, parents, other family members, or pets.

Financial Benefits

As a family-owned and -operated company, Gilbane recognizes the importance in investing not only in our employees’ overall health, but their future. Financial stability is critical to the overall wellbeing of our employees and their families. We cover an array of financial support services including retirement support, financial coaching, insurance coverage and education.

“Our wellness program aims to help employees adopt behaviors that improve their health and wellbeing, creating a healthier and happier workforce. Implementing a holistic approach to our Wellness Program allows for an effective way to educate our employees on the value of creating healthy habits and establishing wellness goals that will positively change their lifestyle”

Katherine Johnson
Senior Vice President, Chief Human Resources Officer

