



Central Valley Ag Grinding, LLC
5509 Langworth Road
Oakdale, CA 95361
(209) 869-1721 – Office
(209) 869-1795 – Fax

2024 GGL Certification

Green Gold Label for Japan FIT



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STATEMENT OF GGL POLICY

CVAG is committed to the Standards for the GGL and FIT Certification Program as it contributes to the success of our business. It is our goal at The Central Valley Ag Group to comply fully with the Standards of this program.

Effective immediately, Jeff Robinson is appointed as our GGL and FIT Program Manager. Jeff has full responsibility, authority and accountability for all company activities impacting this program. His objective is to coordinate all GGL Requirements and activities in our Operation to ensure compliance with GGL / FIT standards. Jeff reports directly to Todd Lush, CVAG.

In addition to the Program Manager, each of us has a duty to recognize, report, and act on any and all conditions / omissions that may adversely impact this program and certification. Everyone in CVAG has this shared responsibility, GGL / FIT commitment and performance will be included in all future employee performance evaluations.

CVAG Management recognizes and appoints the following people to the CVAG GGL / FIT management committee:

Jeff Robinson,	CVAG GGL / FIT Program Manager
Jesus Ayon,	CVAG Human Resources
Katrina Plante,	CVAG EHS Manager
Will Bauer,	CVAG Transportation Manager
Wyatt Best,	CVAG Operations Manager
Natalie Couch	CVAG Controller

CVAG Managing Members,

Mike Barry

Paul Konzen

Todd Lush



DUTIES AND RESPONSIBILITIES

Program Manager

The Central Valley Ag Group has assigned the responsibility for planning, directing, monitoring and controlling our GGL / FIT program to Jeff Robinson.

The Program Manager is responsible for:

- Issuing a statement of company policy at least annually, including GGL / FIT progress and incidents impacting this program.
- Giving proper and prompt attention to Program recommendations requiring top management approval.
- Conducting inspections with supervisors on a scheduled basis. Enforcing good housekeeping and taking prompt corrective action to eliminate potential incidents that may adversely impact the program.
- Following up on the status of GGL / FIT recommendations developed internally or externally, and ensuring completion.
- Issuing authority to the supervisors relating to GGL / FIT issues and providing cooperation and support to them in all matters related.
- Reviewing the compliance performance of each area of responsibility.
- Reviewing supervisor's impact investigation reports to ensure all causal factors have been identified, and that appropriate corrective actions are recommended and implemented.
- Reviewing and providing impact data to supervisors and management, including senior management.
- Establishing a forum to regularly communicate and discuss GGL / FIT issues and resolve concerns.
- Assessing all GGL / FIT considerations when introducing a new process, procedure, machine or material into the workplace, or when new requirements are applicable.
- Supporting the supervisors and all programs and committees that promote accomplishment of Standards. Encourage recognition of employees for actions that promote and insure accomplishment of GGL / FIT Standards.



GGL / FIT Management Committee Managers and Employees

Management's role is instrumental for the successful implementation of the GGL / FIT Program. Supervisors & Managers must effectively execute the following responsibilities:

- Familiarize themselves with the GGL / FIT program and ensure its effective implementation.
- Become knowledgeable of potential adverse impacts to the program within the company.
- Become knowledgeable of all applicable Standards of the program.
- Recognize employees for actions that promote accomplishment of applicable Standards.
- Enforce all company GGL / FIT policies, rules and procedures.
- Solicit and respond to employee suggestions and concerns.
- Assess all GGL / FIT considerations when introducing a new process, procedure, machine, equipment or new hazardous material into our operations. Consult with the Program Manager prior to these changes.
- Ensure employees receive appropriate training prior to assignment of duties. This includes complete Standards training, including responsibilities, to new and transferred employees, as well as training regarding specific job requirements.
- Schedule regular employee tailgate GGL / FIT talks on any current activities and issues and maintain documentation of this and other education and training.
- Conduct scheduled GGL / FIT inspections using an inspection checklist. Take corrective action to eliminate or control any conditions or work practices immediately that would adversely impact the program.
- Investigate all incidents resulting in adverse impacts and Standard violations. Ensure that appropriate action is taken to prevent recurrence.
- Ensure all issue, no matter how minor, are addressed immediately. Report all issues to the appropriate Manager responsible for that area / activity.



EMPLOYEE Safety Requirements as a component of GGL / FIT Program

Ultimately, all employees are responsible for their own safety. In order to work safely, each employee must:

- Be alert at all times (situational awareness)
- Wear appropriate safety equipment or attire as required by the job. (PPE)
 - High Visibility Vest/Uniform.
 - Hard Hat
 - Safety Glasses
 - Hearing Protection
 - Dust Mask
- Report ALL injuries, unsafe conditions and practices immediately to the manager/supervisors.
- Participate fully in incident investigations.
- Become familiar with the safety program and apply it to tasks being performed.
- Cooperate with supervisors' training efforts and become fully knowledgeable of job hazards.
- Ask questions if unclear about the way to perform a duty. Do not attempt to perform any job or operate any machinery without proper training.
- Contribute ideas or suggestions for improvement of the safety program.
- Attend periodic safety meetings.
- Work in accordance with the safety rules and regulations.
- Smoke in ONLY designated smoking areas.
- Pick-up after themselves.



CVAG GGL / FIT SAFETY PROGRAM AND ENFORCEMENT

The Central Valley Ag Group will inform employees of provisions to the safety program and evaluate the safety performance of each employee. We will also recognize employees who follow safety procedures to the best of their abilities and provide training to those in need of improvement to their safety performance.

All employees at The Central Valley Ag Group will be held responsible for following safe work practices. The following methods are used to ensure compliance:

Please refer to Appendix A for the following:

1. Safety Orientation & Checklist for New Employees
2. Departmental Safety Checklists

Recognition: Management recognizes employee actions that promote safe working conditions and behaviors. The Central Valley Ag Group has a Safety Recognition and Compliance Policy for all of their various locations (Appendix A).

Enforcement: Failure of any employee or supervisor to comply with their assigned responsibilities under the company safety program is held to disciplinary action up to and including termination. Any violation of safety rules, procedures, or guidelines (depending on the severity of the violation*), is also considered for discipline up to and including termination.

An offense or violation deemed to be of extreme severity by a supervisor or manager may be grounds for immediate discipline up to and including termination. This may occur regardless of the order in which the offense or violation was committed.

The Central Valley Ag Group does include a safety review as part of each employee's Performance Evaluations.



GGL / FIT COMMUNICATIONS

The Central Valley Ag Group is committed to providing its employees and staff with effective communication that will give its employees the necessary information to perform their duties and tasks as they relate to the CVAG GGL / FIT Program. We are committed to open two-way communication between management and employees, in a form readily understandable by employees, and have adopted the following methods of communication:

GGL / FIT MEETINGS: GGL / FIT meetings are conducted in the workplace to review each element of the Program and to discuss work procedures and standards. This Program is available for employee review at all times. Types of GGL / FIT meetings conducted include:

- **New Employee Orientation:** New employees will be provided with GGL / FIT training prior to beginning work. The purpose is to inform new employees of existing and new policies and standards / equipment and procedures. The company GGL / FIT manual will also be discussed in order to provide further clarification of its contents.
- **One-on-one:** One-on-one meetings are held as communication sessions between an employee and his/her supervisor and The Central Valley Ag Group's GGL / FIT Committee. Their purpose is for individual clarification or reminders of particular issues and potential adverse impacts to the Program.
- **Tailgate:** Tailgate meetings are brief, usually 10-15 minutes long. They may be held before a shift or at break time. Their purpose is to address or remind employees of issues related to GGL / FIT in a quick and effective manner. Topics discussed may include personal protective equipment, machine guarding, recent issues, newly discovered hazards, etc. These meetings can also provide an opportunity for employees to share their ideas on how to prevent potential adverse impacts to the program in the future.
- **GGL / FIT Team / Committee:** The GGL / FIT Committee includes Managers, Maintenance, Operations, Transportation Specialists, Accounting, and Human Resources. This committee meets on a regular basis (monthly) to discuss any changes to the GGL / FIT program, review potential impacts, and agree on needed changes to the company's Program.

POSTED AND DISTRIBUTED INFORMATION AND MATERIALS

Fliers, posters, paycheck stuffers, in English and Spanish, are utilized to help establish GGL / FIT issues and concerns and insure understanding.



ANONYMOUS GGL / FIT ISSUE NOTIFICATION BY EMPLOYEES

Employees at The Central Valley Ag Group are encouraged to report any GGL / FIT related issues. The following methods may be used as communication tools to report any of these conditions. This aids in the investigation of the issue or potential issue and provides additional information for any corrective actions. The reporting employee is not required to provide any self-identifying information and may submit these items anonymously.

- The Central Valley Ag Groups management encourages employee questions, answers, comments and suggestions at all CVAG activities. Action items are noted and employees are notified of resolutions put into place.
- The Central Valley Ag Groups management has an Open-Door Policy in which any employee, at any time, may approach a manager in this Company and will be afforded the time necessary to discuss and understand any employee concerns. Employees are always notified of resolution.
- Anonymous phone calls related to GGL / FIT concerns are always welcome – in these cases, no attempt is made to identify the caller and management will define resolution of the issue. In light of monthly safety meetings, daily interactions with employees. All GGL / FIT related issues and concerns become a topic of discussion at the next GGL / FIT meeting.

Our employees are advised that law protects this report. It is illegal for the employer to take any action against an employee in reprisal for exercising rights to engage in communications of potential issues / impacts within the Company.

The Central Valley Ag Group investigates any signed report or question as required by the GGL / FIT program. If the employee who gave the information has identified him/herself, he/she will be advised of the employer's corrective action.



EMPLOYEE GGL / FIT TRAINING

INITIAL GGL / FIT TRAINING

All employees hired by **The Central Valley Ag Group** attend an orientation session to discuss the All Company Policies, Procedures, and rules. This meeting will include the elements of the program and what is expected of all employees with regards to GGL / FIT. Training is conducted in a language all employees can understand.

After the initial GGL / FIT training is completed, the employee receives specific training on the hazards associated with their respective work area and tasks, and related safety programs. Individual employee training is the responsibility of their immediate Supervisor – and will be overseen and reviewed by The Central Valley Ag Groups Human Resources Manager and the Safety Coordinator.

OTHER SAFETY TRAINING

Safety training is also provided at other times. In addition to the initial safety training, employees may receive training based on:

- Hazard-based or program-based information
- Regulatory requirements
- Post-incident follow-up
- New equipment, processes or materials
- Task reassignment

ONGOING TRAINING REQUIREMENTS

Safety training is presented through a variety of methods, including:

- Department safety meetings
- Toolbox talks or tailgate meetings
- Classroom or instructional training provided through outside resources (e.g. vendors, community programs, etc.)
- Workers' Compensation insurance carrier meetings and information

Employees are trained in topics relevant to their department or job tasks. The following training is conducted at a frequency dependent on the needs.

Please refer to the

The Central Valley Ag Group's New Hire Safety Orientation – Job Specific Document
The Central Valley Ag Group's Job Safety Analysis
Specific Site (i.e. RR Pit Operations / Gypsum Crusher), Safety Checklists

All training is documented and records maintained in the Safety Coordinator's or Operations Manager's office for 5 years.



RECEIPT OF GGL / FIT PROGRAM

I certify that I have received my personal copy of The Central Valley Ag Group's GGL / FIT Program

I further certify that I have read, and understand The Central Valley Ag Group's policies and procedures as represented in the Company's GGL / FIT Program.

I understand that failure to comply with all safety policies may result in disciplinary action up to and including termination.

EMPLOYEE NAME: (Print) _____

EMPLOYEE SIGNATURE: _____

DATE: _____



Please see attached Specific Chain of Custody Requirements for CVAG GGL / FIT Program