STATE COMPLIANCE EXHIBIT

NORTH CAROLINA

Safety & Environmental Management Program | 2026 Edition

Exhibit To	NM&C Safety & Environmental Management Program (PRG-SAF-10282026-01)
Jurisdiction	**State Plan (private sector)**
Version	1.1
Effective Date	November 16, 2026
Next Scheduled Review	November 16, 2027

HOW THIS EXHIBIT WORKS

This exhibit is part of the NM&C Safety & Environmental Management Program for all commercial construction projects and facility maintenance service calls located in North Carolina. The master program applies in full; this exhibit adds the North Carolina requirements that go beyond, or differ from, the federal OSHA baseline used in the master.

When this exhibit, the master program, a local rule, a customer requirement or a contract differ, the most protective requirement applies. This exhibit summarizes key requirements and is not a complete list of every state or local law. Fill-in fields are highlighted in yellow.

1 OSHA JURISDICTION AND SERIOUS INJURY REPORTING

Coverage for NM&C work	State Plan - NCDOL Occupational Safety and Health Division covers private and public employers
Serious injury and fatality reporting	Report fatalities within 8 hours and inpatient hospitalizations, amputations or eye losses within 24 hours to NCDOL OSH (1-800-625-2267 or 919-779-8560, or its online form); after hours, fatalities or multiple hospitalizations go to State Capitol Police at 919-733-3333. The federal OSHA online form is not accepted.
Master program sections	Section 35 (Reporting), Section 38 (Recordkeeping) and Section 43 (State Compliance Exhibits).

2 NORTH CAROLINA REQUIREMENTS

Item / Topic	Requirement
2.1 OSHA Jurisdiction	NCDOL's OSH Division runs the North Carolina State Plan and enforces state standards for most private and public workplaces; severe-injury reports go to the NCDOL OSH Division (8 hours for fatalities, 24 hours for hospitalizations, amputations or eye loss). (OSHA - North Carolina State Plan)
2.2 Written Program, Committees and Training	Under G.S. 95, Article 22, employers with a workers' comp experience rate modifier of 1.5 or higher must establish a written safety and health program, and those with 11 or more employees must also create an employee safety and health committee. (NCDOL - Safety and Health Programs and Committees)
2.3 Permits, Licenses and Utility Locates	G.S. 87-122 requires notice to NC811 within 3 to 12 full working days before excavation or demolition (10 to 20 full working days near a subaqueous facility); the notice expires 15 full working days after it was given. (G.S. 87-122 Excavator responsibilities)

2.4 Asbestos, Lead and Environmental	The NC DHHS Health Hazards Control Unit requires an asbestos removal permit for regulated ACM over 35 cu ft, 160 sq ft or 260 linear ft, submitted at least 10 working days before work, plus demolition notice even when no asbestos is present; buildings must be inspected by NC-accredited asbestos professionals before demolition or renovation. (NC DHHS HHCU - Before You Demo or Renovate)
2.5 Asbestos, Lead and Environmental	North Carolina is EPA-authorized to run its own RRP program: firms and renovators doing paid work in pre-1978 housing or child-occupied facilities must be certified by the NC DHHS Health Hazards Control Unit (G.S. 130A-453.22 et seq.). (NC DHHS HHCU - Lead-Based Paint Renovation, Repair and Painting)
2.6 Asbestos, Lead and Environmental	G.S. 143-215.85 requires anyone owning or controlling discharged oil or other substances to notify NCDEQ immediately of the nature, location and time of the discharge and the containment measures. (G.S. 143-215.85 Required notice)
2.7 Workers' Compensation Injury Reporting	G.S. 97-92 requires a written report to the Industrial Commission, on its approved form, within 5 days of knowledge of an injury causing more than one day of absence or medical charges above the Commission-set amount. (G.S. 97-92 Employer's record and report of accidents)
2.8 Drug Testing and Cannabis	The Controlled Substance Examination Regulation Act (G.S. 95-230 et seq.) sets procedures for employer drug tests, including approved-laboratory screening for current employees and confirmation of positives by a second test (G.S. 95-232). (G.S. 95-232 Controlled substance examination procedures)
2.9 Driving	Handheld ban: no. G.S. 20-137.4A bans manually texting and reading email or texts while driving; Hands Free NC bill S797 (filed April 21, 2026) is in the Senate Rules Committee and not enacted as of Oct 2026. (G.S. 20-137.4A Unlawful use of mobile telephone for text messaging)

3 PROJECT START-UP CHECKLIST

Project / Customer	Enter	**Work Order / Project No.**	Enter
Site Address	Enter	**City / County**	Enter
NM&C Project Manager	Enter	**Date Reviewed**	Enter

Requirement	Applies?	Action Taken / Notes
2.1 OSHA Jurisdiction: NCDOL's OSH Division runs the North Carolina State Plan and enforces state standards for most private and…	Yes / No / N/A	Action / notes
2.2 Written Program, Committees and Training: Under G.S. 95, Article 22, employers with a workers' comp experience rate modifier of 1.5 or higher must…	Yes / No / N/A	Action / notes
2.3 Permits, Licenses and Utility Locates: G.S. 87-122 requires notice to NC811 within 3 to 12 full working days before excavation or demolition (10 to…	Yes / No / N/A	Action / notes
2.4 Asbestos, Lead and Environmental: The NC DHHS Health Hazards Control Unit requires an asbestos removal permit for regulated ACM over 35 cu ft…	Yes / No / N/A	Action / notes
2.5 Asbestos, Lead and Environmental: North Carolina is EPA-authorized to run its own RRP program: firms and renovators doing paid work in pre-1978…	Yes / No / N/A	Action / notes
2.6 Asbestos, Lead and Environmental: G.S. 143-215.85 requires anyone owning or controlling discharged oil or other substances to notify NCDEQ…	Yes / No / N/A	Action / notes
2.7 Workers' Compensation Injury Reporting: G.S. 97-92 requires a written report to the Industrial Commission, on its approved form, within 5 days of…	Yes / No / N/A	Action / notes
2.8 Drug Testing and Cannabis: The Controlled Substance Examination Regulation Act (G.S. 95-230 et seq.) sets procedures for employer drug…	Yes / No / N/A	Action / notes
2.9 Driving: Handheld ban: no. G.S. 20-137.4A bans manually texting and reading email or texts while driving; Hands Free…	Yes / No / N/A	Action / notes
Local (city or county) safety, permit or training requirements confirmed	Yes / No / N/A	Describe local rules

4 REFERENCES

- NCDOL - Safety and Health Programs and Committees
- G.S. 87-122 Excavator responsibilities
- NC DHHS HHCU - Before You Demo or Renovate
- NC DHHS HHCU - Lead-Based Paint Renovation, Repair and Painting
- G.S. 143-215.85 Required notice
- G.S. 97-92 Employer's record and report of accidents
- G.S. 95-232 Controlled substance examination procedures
- G.S. 20-137.4A Unlawful use of mobile telephone for text messaging
- OSHA - North Carolina State Plan

5 REVIEW AND APPROVAL

Role	Printed Name and Signature	Date
NM&C Project Manager	Name / Signature	Date
Safety Department	Name / Signature	Date