ATTACHMENT 1 - ENEC STANDARD HSE CONTRACTUAL REQUIREMENTS – LOW RISK ACTIVITIES

1. Contractor shall comply with;
   a. all relevant Health, Safety and Environment (HSE) Laws and Regulations;
   b. requirements of approvals, licenses and permits (e.g. EIA, No Objection Certificates);
   c. appropriate ENEC HSE Management System Requirements , including but not limited to:
      - HSE and Sustainability Policy;
      - HSE Management System Manual;
      - HSE Management System Procedures;
      - HSE Management System Forms;
      - Project HSE-Plan as per HSE-REF-400-16 (if applicable); and
      - Site Access & Security Requirements.
   d. other HSE Requirements as specified by the contract.
2. The contractor shall provide appropriate evidence of procedures and/or programs to manage HSE hazards and risks that at a minimum complies with the requirements of AD EHS RI – Mechanism 05 – EHS Requirements for Low Risk Entities. The procedures/program shall be reviewed and approved by ENEC Corporate HSE Department prior to the commencement of any works.
3. The contractor shall conduct work in a safe manner and shall rectify, without delay, all unsafe acts and conditions or potential hazards. Without prejudice to any other rights of ENEC, if the work being carried out by the contractor is inconsistent with these requirements, ENEC reserves the right to suspend all or part of the work immediately, without any compensation to the contractor thereof. The suspension notice shall include ENEC's reasons for issuing such notice and shall outline the steps that shall be taken by the contractor to rectify the hazard. The contractor shall be considered to be in default of its obligations under the terms and conditions hereof until the unsafe working hazard is remedied to the satisfaction of ENEC.
4. The contractor shall ensure that all personnel have completed the required medical assessments and clearance as required for their respective assignments and shall certify the same to ENEC if requested or if required by law. The contractor shall also comply with ongoing medical surveillance requirements.
5. The contractor shall be responsible for the medical welfare of its personnel and make arrangements for medical attendance, treatment, hospitalization or emergency evacuation if and when necessary, and shall arrange for, on their own account, suitable insurance coverage for such contingencies.
6. The contractor, at its own cost, supply their personnel, agents or subcontractors with adequate Personal Protective Equipment (PPE), appropriate to the hazardous nature of the particular work, in compliance with AD EHS RI – CoP 02 – Personal Protective Equipment and approved ENEC PPE Code of Practice. The contractor shall ensure equipment is appropriately maintained, in good condition and that it is worn.
7. Notwithstanding the provisions of these terms and conditions hereof, the contractor shall ensure that their personnel have the required safety training and are competent to undertake their required duties in a safe and efficient manner, in accordance with as per the HSE-PRC-100-07 HSE Training and Competency Procedure.

8. ENEC may inspect the work and worksites concerned and may inspect and audit the contractors HSE documentation, processes and activities for the purpose of verifying compliance with the terms and conditions hereof.
9. In accordance with ENEC HSE-PRC-100-06 HSE Incident Reporting and Investigation Procedure, the contractor shall immediately notify ENEC of any work related injury, illness, fatality or other HSE-related incident.
10. In accordance with ENEC HSE-PRC-100-06 HSE Incident Reporting and Investigation Procedure, the contractor shall provide ENEC with copies of all incident reports that result in formal notification to any governmental agency.
11. The contractor shall investigate and report all significant injuries, illnesses, fatalities or other HSE-related incidents, and provide ENEC with copies of written incident investigation reports, including corrective action plans identified during investigations. Corrective action plans shall be reviewed and approved by ENEC HSE Department. The contractor shall agree that appropriate ENEC personnel, at its sole discretion, can participate in all investigations concerning HSE incidents.

ATTACHMENT 2 - ENEC STANDARD HSE CONTRACTUAL REQUIREMENTS – MEDIUM RISK ACTIVITIES

1. Contractor shall comply with;
   a. all relevant Health, Safety and Environment (HSE) Laws and Regulations;
   b. requirements of approvals, licenses and permits (e.g. EIA, No Objection Certificates);
   c. appropriate ENEC HSE Management System Requirements , including but not limited to:
      - HSE and Sustainability Policy;
      - HSE Management System Manual;
      - HSE Management System Procedures;
      - HSE Management System Forms;
      - Project HSE-Plan as per HSE-REF-400-16 (if applicable); and
      - Site Access & Security Requirements.
   d. other HSE Requirements as specified by the contract.
2. Contractor shall provide appropriate evidence of procedures and/or programs to manage HSE hazards and risks, including, but not limited to:
   a. HSE Policy;
   b. HSE method statements and or HSE Codes of Practice;
   c. completed risk assessments; and
   d. minimum HSE training requirements.

   The procedures and/or programs shall be reviewed by ENEC Corporate HSE Department prior to the commencement of any works.

3. The contractor shall conduct work in a safe manner and shall rectify, without delay, all unsafe acts and conditions or potential hazards. Without prejudice to any other rights of ENEC, if the work being carried out by the contractor is inconsistent with these requirements, ENEC reserves the right to suspend all or part of the work immediately, without any compensation to the contractor thereof. The suspension notice shall include ENEC's reasons for issuing such notice and shall outline the steps that shall be taken by the contractor to rectify the hazard. The contractor shall be considered to be in default of its obligations under the terms and conditions hereof until the unsafe working hazard is remedied to the satisfaction of ENEC.
4. The contractor shall ensure that all personnel have completed the required medical assessments and clearance as required for their respective assignments and shall certify the same to ENEC if requested or if required by law. The contractor shall also comply with ongoing medical surveillance requirements.
5. The contractor shall be responsible for the medical welfare of its personnel and make arrangements for medical attendance, treatment, hospitalization or emergency evacuation if and when necessary, and shall arrange for, on their own account, suitable insurance coverage for such contingencies.
6. The contractor, at its own cost, supply their personnel, agents or subcontractors with adequate Personal Protective Equipment (PPE), appropriate to the hazardous nature of the particular work, in compliance

with AD EHS RI – CoP 02 – Personal Protective Equipment and approved ENEC PPE Code of Practice. The contractor shall ensure equipment is appropriately maintained, in good condition and that it is worn.

7. .
8. Notwithstanding the provisions of these terms and conditions hereof, the contractor shall ensure that their personnel have the required safety training and are competent to undertake their required duties in a safe and efficient manner, in accordance with as per the HSE-PRC-100-07 HSE Training and Competency Procedure.
9. ENEC may inspect the work and worksites concerned and may inspect and audit the contractors HSE documentation, processes and activities for the purpose of verifying compliance with the terms and conditions hereof.
10. In accordance with ENEC HSE-PRC-100-06 HSE Incident Reporting and Investigation Procedure, the contractor shall immediately notify ENEC of any work related injury, illness, fatality or other HSE-related incident.
11. In accordance with ENEC HSE-PRC-100-06 HSE Incident Reporting and Investigation Procedure, the contractor shall provide ENEC with copies of all incident reports that result in formal notification to any governmental agency.
12. The contractor shall investigate and report all significant injuries, illnesses, fatalities or other HSE-related incidents, and provide ENEC with copies of written incident investigation reports, including corrective action plans identified during investigations. Corrective action plans shall be reviewed and approved by ENEC HSE Department. The contractor shall agree that appropriate ENEC personnel, at its sole discretion, can participate in all investigations concerning HSE incidents.

ATTACHMENT 3 - STANDARD HSE CONTRACTUAL REQUIREMENTS – HIGH RISK ACTIVITIES

1. Contractor shall comply with;
   a. all relevant Health, Safety and Environment (HSE) Laws and Regulations;
   b. requirements of approvals, licenses and permits (e.g. EIA, No Objection Certificates);
   c. appropriate ENEC HSE Management System Requirements , including but not limited to:
      - HSE and Sustainability Policy;
      - HSE Management System Manual;
      - HSE Management System Procedures;
      - HSE Management System Forms;
      - Project HSE-Plan as per HSE-REF-400-16 (if applicable); and
      - Site Access & Security Requirements.
   d. other HSE Requirements as specified by the contract.
2. The contractor shall submit an appropriate HSE Management System / HSE Program, aligned to recognized standards, such as AD EHSMS RF, ISO14001 & OSHAS 18001. The management system/program does not necessarily need to be certified, although this is encouraged. The management system/program shall be reviewed and approved by ENEC Corporate HSE Department prior to the commencement of any works.
3. The contractor shall conduct work in a safe manner and shall rectify, without delay, all unsafe acts and conditions or potential hazards. Without prejudice to any other rights of ENEC, if the work being carried out by the contractor is inconsistent with these requirements, ENEC reserves the right to suspend all or part of the work immediately, without any compensation to the contractor thereof. The suspension notice shall include ENEC's reasons for issuing such notice and shall outline the steps that shall be taken by the contractor to rectify the hazard. The contractor shall be considered to be in default of its obligations under the terms and conditions hereof until the unsafe working hazard is remedied to the satisfaction of ENEC.
4. The contractor shall ensure that all personnel have completed the required medical assessments and clearance as required for their respective assignments and shall certify the same to ENEC if requested or if required by law. The contractor shall also comply with ongoing medical surveillance requirements.
5. The contractor shall be responsible for the medical welfare of its personnel and make arrangements for medical attendance, treatment, hospitalization or emergency evacuation if and when necessary, and shall arrange for, on their own account, suitable insurance coverage for such contingencies.
6. The contractor, at its own cost, supply their personnel, agents or subcontractors with adequate Personal Protective Equipment (PPE), appropriate to the hazardous nature of the particular work, in compliance with AD EHS RI – CoP 02 – Personal Protective Equipment and approved ENEC PPE Code of Practice. The contractor shall ensure equipment is appropriately maintained, in good condition and that it is worn.
7. Notwithstanding the provisions of these terms and conditions hereof, the contractor shall ensure that their personnel have the required safety training and are competent to undertake their required duties in a safe and efficient manner, in accordance with as per the HSE-PRC-100-07 HSE Training and Competency Procedure.

8. ENEC may inspect the work and worksites concerned and may inspect and audit the contractors HSE documentation, processes and activities for the purpose of verifying compliance with the terms and conditions hereof.
9. In accordance with ENEC HSE-PRC-100-06 HSE Incident Reporting and Investigation Procedure, the contractor shall immediately notify ENEC of any work related injury, illness, fatality or other HSE-related incident.
10. In accordance with ENEC HSE-PRC-100-06 HSE Incident Reporting and Investigation Procedure, the contractor shall provide ENEC with copies of all incident reports that result in formal notification to any governmental agency.
11. The contractor shall investigate and report all significant injuries, illnesses, fatalities or other HSE-related incidents, and provide ENEC with copies of written incident investigation reports, including corrective action plans identified during investigations. Corrective action plans shall be reviewed and approved by ENEC HSE Department. The contractor shall agree that appropriate ENEC personnel, at its sole discretion, can participate in all investigations concerning HSE incidents.