

# Exhibit – Health, Safety, and Environment (HSE) Requirements



Revision date: 12/10/2025

## 1. Definitions

- 1.1 **Company Policies** means all current Health, Safety, and Environmental (**HSE**) policies endorsed by Company, including the L48 HSE Management System, the L48 HSE Handbook, L48 HSE App, and the ConocoPhillips Life Saving Rules and Process Safety Fundamentals. Company will provide copies of Company Policies to Contractor upon request.
- 1.2 Capitalized terms not otherwise defined in this Exhibit, or defined under Applicable Laws or in Company Policies, have the meanings ascribed to them in the Agreement.

## 2. General Provisions

- 2.1 This Exhibit establishes the minimum HSE requirements that Contractor must observe when performing any Work at any Site in the contiguous United States of America, also known as the **Lower 48** or **L48**. For the avoidance of doubt, if a conflict exists between the HSE requirements contained in this Exhibit and HSE requirements in (i) the Agreement, (ii) Company Policies, or (iii) Applicable Laws, the most stringent HSE requirements shall apply.
- 2.2 Contractor agrees and acknowledges that Work is never so urgent or important that it cannot take the time to do it safely and in an environmentally responsible manner.
- 2.3 Contractor is expected to have independent knowledge and expertise to manage the health, safety, and environmental aspects required to perform the Work.
- 2.4 Contractor shall obtain for itself a full understanding of the Work to be performed, including operations that may pose a hazard to persons or the environment. Contractor shall, using its own experience and knowledge, ascertain that the site is safe for the proposed Work before commencing Work.
- 2.5 Contractor agrees and acknowledges that every person at a Site has the authority to immediately stop any or all Work if the person believes that there are unacceptable risks to the health or safety of personnel, to property, or to the environment.
- 2.6 Contractor shall comply, and cause all members of Contractor Group to comply, with all applicable Company Policies, including Site-specific policies, while performing Work under any Call-Off Order.
- 2.7 Contractor shall comply, and cause all members of Contractor Group to comply, with all Applicable Laws concerning industrial hygiene, occupational safety, and environmental protection while performing Work under any Call-Off Order.
- 2.8 Contractor shall take all necessary precautions to maintain the Site free from hazards likely to cause injury, illness, or death to persons or damage to property or the environment.
- 2.9 Contractor personnel shall conduct regular Site inspections and, as needed, shall implement Site hazard mitigation procedures to ensure safe working conditions. Any Site hazard corrections must be communicated to Company. Company reserves the right to suspend Work if, in Company's opinion, it is not safe for Work to continue. Such suspension will remain in effect until Company deems that it is safe to resume Work.
- 2.10 Contractor does not have any Claim against Company for compensation for lost time or productivity due to a suspension of Work for safety reasons.
- 2.11 Contractor will facilitate a kickoff meeting for all Personnel engaged in the execution of the Work prior to execution of the Work. Example topics to be addressed in the kickoff meeting are to include the following:

Bridging Document details

HSE Plan details  
Incident reporting/ management  
Life Saving Rules/ High-risk work activities and safeguards  
Stop Work Authority  
Emergency Response  
Subcontractor management  
Audits and Inspections  
Employee participation programs  
Training/ competency verification

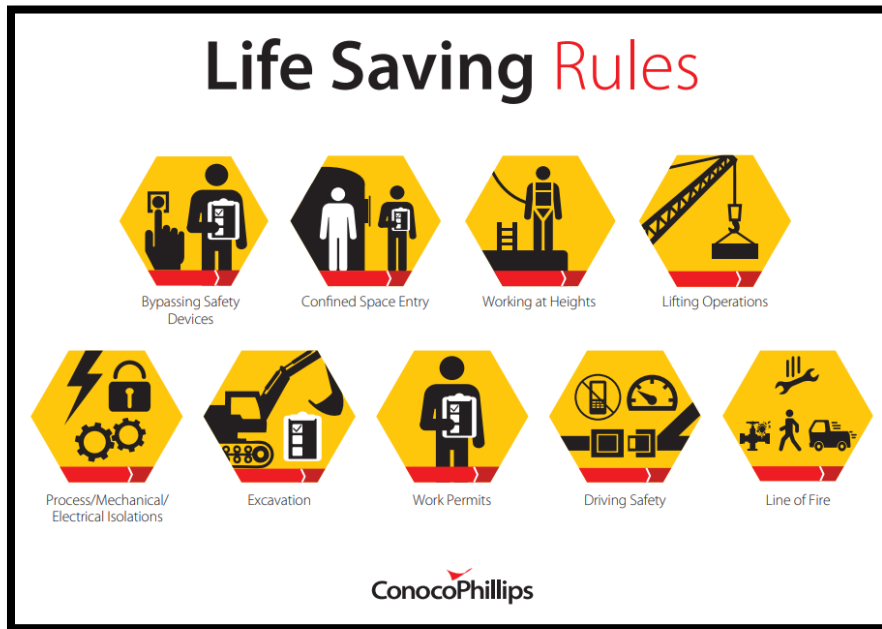
Contractor shall continually communicate Company HSE expectations as Contractor's workforce changes over time.

- 2.12 Contractor shall hold daily brief informal meetings before performance of Work starts to ensure safe operations and shall also hold regularly scheduled safety meetings for personnel as agreed by the Company. Attendance by personnel of member of Contractor Group is mandatory. Contractor shall keep records of its regularly scheduled safety meetings that state the date of the meeting, who attended the meeting, and the topic of the meeting. Contractor shall make its safety meeting records available to Company upon request.
- 2.13 Specifically while working on L48 locations Contractor shall:
- a. Perform a job safety analysis (JSA) for all jobs on Company Sites, whether the job is "special" or "routine".
  - b. Hold a Pre-job Safety Meeting with a "JSA/ Go Card" discussion prior to beginning daily operations, when the job scope changes and after breaks or disruptions.
  - c. In addition, the appropriate Life Saving Rules and Process Safety Fundamentals are to be incorporated into the discussion in the event the scope of the Work has a high hazard potential (e.g., LOTO, Confined Space, Lifting, etc.).
  - d. Ensure that Hazard Assessments are completed prior to executing any significant risk task, to identify Personal Injury risks associated with tasks not covered by procedures.
- 2.14 Contractor personnel may attend safety meetings held by Company. Contractor personnel who attend Company safety meetings shall also attend Contractor's regularly scheduled safety meetings.
- 2.15 Contractor may be required to participate in a Pre-Commencement HSE Readiness Review. An HSE Readiness Review is to confirm and ensure that agreed HSE actions and requirements are in place prior to the commencement of Work. The HSE Readiness Review is to be conducted by Company as a tabletop review and is to include discussions with Contractor's field personnel. When the HSE Readiness Review identifies areas of non-compliance, outstanding issues, or corrective actions, Contractor shall develop a detailed Corrective Action Plan (CAP) to address in a prompt manner the issues identified. Depending on the severity of non-conformance found during the review, commencement of Work may be delayed until the gap is adequately mitigated/ eliminated. The CAP requires approval by Company and is to be monitored for action completion by Company and Contractor Representatives.
- 2.16 Contractor shall ensure that all subcontractors operating on the company's assets on their behalf fully comply with the appropriate standards or regulations applicable to the area of operation.

### 3. Life Saving Rules

Contractor shall ensure that all members of Contractor Group, including their respective officers, directors, personnel, and Invitees, comply with the Life Saving Rules set out in the separate Exhibit entitled "Life Saving Rules". Contractor may use equivalent programs to the Life Saving Rules if agreed upon by the Company.

Life Saving Rule-related activities will be audited as part of Company's Focused Audit Program on an ongoing basis via the Life Saving Rule Verification Program. Refer to the L48 HSE App.

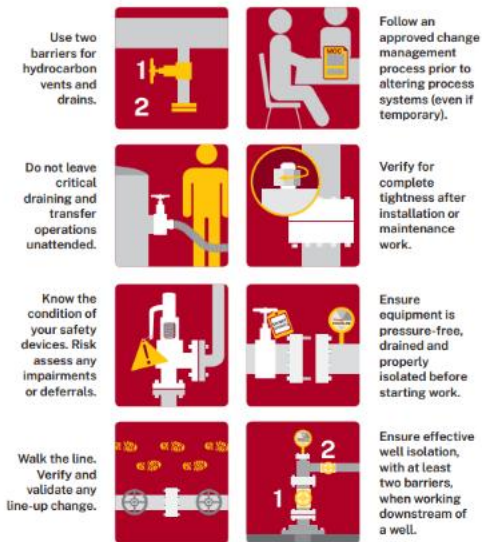


#### 4. Process Safety Fundamentals

- 4.1 Contractor shall ensure that all members of Contractor Group, including their respective officers, directors, personnel, and invitees, comply with the Process Safety Fundamentals as appropriate to performance of Work. Refer to the L48 HSE App.

# Process Safety Fundamentals

The Process Safety Fundamentals (PSFs) are simple, actionable, good operating practices developed to improve process safety awareness and create discussions in the field. In many instances, the PSFs can be satisfied completely, but when they cannot, it's time to stop and have a meaningful discussion between the team, supervisor and support staff to find an alternative safe course of action to complete the work.



## 5. Safety Training

- 5.1 Contractor shall provide all safety training applicable to performance of Work, including training required by Applicable Laws and Company Policies. Contractor shall document the identity of each trained person, the date of training, and the means used to verify that the trained person understood the training (**Training Records**).
- 5.2 Contractor shall ensure that Invitees of members of Contractor Group receive all safety training applicable to their Site visit, including training required by Applicable Laws and Company Policies. Contractor shall document the identity of each Invitee trained person, the date of training, and the means used to verify that the trained person understood the training.

Training	Drilling and Completions	Operations and Maintenance	PSM Facilities
OSHA Task Specific <sup>1</sup>	x	x	x
Company-approved H2S Training	x	x	x

Training	Drilling and Completions	Operations and Maintenance	PSM Facilities
HSE Awareness Course <sup>2</sup>		x	x
Site Specific and/or L48 HSE Orientation	x	x	x
Safety Leadership Seminar <sup>3</sup>	x	x	x
8-Hour Site Turnaround Orientation <sup>4</sup>			x

**Notes:** <sup>1</sup>Training required to fulfill 26 or 29 CFR requirements such as hazard communication, fall protection, etc.

<sup>2</sup>Accomplished through OSHA 10-Hour, PEC, SafeLand, or equivalent

<sup>3</sup>Within 6 months of start date (except turnaround contractors).

<sup>4</sup>Designated for turnaround contractors only, incl. Site HSE Orientation requirements

- 5.3 Contractor shall ensure that all personnel of members of Contractor Group responsible for operating motor vehicles (i) maintain current license and ratings for motor vehicles operated; (ii) receive defensive driving training; and (iii) comply with all Applicable Laws and Company Policies regarding safe motor vehicle operation.
- 5.4 Contractor shall ensure that all required certifications/ qualifications and training are current for equipment operation, including cranes, commercial vehicles, and other specialized equipment. Contractor shall ensure certifications for Contractor employees servicing halon- and refrigerant-containing equipment are at the appropriate level, current, and available for audit.
- 5.5 Company may at its discretion allow Contractor personnel to participate in safety training organized for Company personnel.
- 5.6 Contractor shall ensure that Contractor personnel are instructed in the known potential fire, explosion, or toxic release hazards related to the Work and any processes directly related or physically adjacent to the Work.

## 6. Hazardous Atmospheres

- 6.1 Contractor is cautioned that there are areas in L48 where hazardous atmospheres (including dangerous levels of hydrogen sulfide (**H<sub>2</sub>S**)) may exist in reservoirs, wells, production lines, and processing facilities.
- 6.2 Where a Call-Off Order requires Work to be performed in known H<sub>2</sub>S-designated areas, Contractor is responsible for conducting, administering, and fulfilling the following H<sub>2</sub>S training and requirements:
  - 6.2.1 All personnel of members of Contractor Group must complete initial H<sub>2</sub>S safety training, consistent with the training specified in API RP-49 and 55. Upon request, Contractor shall provide evidence of Company-approved H<sub>2</sub>S training and that the training is current.
  - 6.2.2 While performing Work, Contractor shall follow the H<sub>2</sub>S requirements as required by regulation or set forth in the L48 HSE Handbook, L48 HSE App and the L48 Hydrogen Sulfide Manual.
  - 6.2.3 Contractor shall provide personal 4-gas monitors with an audible indicator for each group of personnel of members of Contractor Group performing Work in an H<sub>2</sub>S-designated area. All monitors shall be calibrated and maintained per manufacturer's recommendations. All monitors shall be set to alarm at 10-PPM H<sub>2</sub>S concentrations.
- 6.3 Contractor shall provide 4-gas monitors capable of detecting other known hazardous gases that may be present at a Site as required by the Company. The monitors must have an audible indicator for each group of personnel of members of Contractor Group performing Work where hazardous atmospheres may exist. 4-gas monitors shall be calibrated and maintained per manufacturer's recommendations. 4-gas monitors must be worn in the breathing zone. 4-gas monitors capable of detecting H<sub>2</sub>S, O<sub>2</sub>, CO, or LEL shall be set to alarm at the following concentrations:

<u>Sensor</u>	<u>Low alarm setpoint</u>	<u>High alarm setpoint</u>
<u>Carbon monoxide (CO)</u>	<u>35 ppm</u>	<u>≤200 ppm</u>
<u>Hydrogen Sulfide (H2S)</u>	<u>10 ppm</u>	<u>20 ppm</u>
<u>Lower Explosive Limit (LEL)</u>	<u>10% LEL</u>	<u>20% LEL</u>
<u>Oxygen (O2)</u>	<u>&lt;19.5% vol</u>	<u>&gt;23.5% vol</u>

- 6.4 Contractor shall make itself aware, by inquiring of the Company Representative each time it mobilizes for or begins any work at a new Site, of any other Company Site-specific guidelines or contingency plans that may apply to the Site(s) and shall take such actions and precautions as may be required.

## 7. Safety Data Sheets

- 7.1 Prior to purchasing any chemical for use at any Site, Contractor shall follow the Company Chemical Approval process and provide, in accordance with the Federal Hazard Communication Standard (29 CFR Part 1910.1200), a Safety Data Sheet (“**SDS**”) for such materials to the Company Representative or his designee. Contractor shall properly package and label all such materials in accordance with United States Department of Transportation requirements set forth in 49 CFR Parts 171, 172, and 173, and with the Federal Hazard Communication Standard mentioned herein.
- 7.2 Contractor is responsible for removal and disposal of all chemicals brought on to any Site, unless Contractor has obtained prior written approval from Company to proceed otherwise.
- 7.3 Contractor shall comply with all Company policies regarding the handling and disposal of hazardous and other wastes.
- 7.4 Contractor shall ensure explosives and radioactive materials are controlled, handled, and stored under the direction of Company or Company’s other contractors’ Personnel. Contractor shall maintain records of all explosives and radioactive materials on the Site.
- 7.5 All hazardous and general waste generated on a Site must be transferred to the field hazardous waste collection area.

## 8. Environmental Program

- 8.1 Contractor shall implement and maintain in force an Environmental Program (**Program**) appropriate for the Work location. Upon request, the Program shall be promptly submitted to a Company environmental representative and/ or Safety Specialist for review.
- 8.2 At a minimum, the Program shall include:
- 8.2.1 A training plan which makes personnel of members of Contractor Group aware of applicable environmental and cultural awareness issues as addressed in Company’s HSE Management System (HSE MS) environmental and regulatory procedures. At a minimum, the training plan must include:
- compliance with Company’s procedures addressing wildlife and habitat impact;
  - applicable federal, state, and local air regulations and existing permits and authorizations;
  - solid and hazardous waste management requirements under federal, state, and local laws and Company standards; including waste minimization, shipping disposal, and Contractor’s Waste Management Plan;
  - spill prevention and clean-up procedures and requirements,

- e. reportable substances and reportable quantities under Applicable Laws, and regulatory and Company notification and reporting requirements;
- f. land ownership and related issues (including any applicable restrictions); and
- g. protection of cultural resources.

8.2.2 A Waste Management Plan, which shall include, at a minimum:

- a. waste minimization and disposal plans specific to the Work. The plans are to describe anticipated waste streams, volumes, generating processes, and proposed management strategies. The plans must be reviewed in cooperation with the local Company environmental resource or Safety Specialist for the Worksite prior to the commencement of any Work;
- b. provisions for properly managing unused/ surplus materials from Work to prevent the generation of unnecessary waste;
- c. provisions for ensuring personnel of members of Contractor Group follow the Company requirements outlined in the applicable Company waste management plans, guides, and procedures;
- d. measures to ensure Contractor-managed wastes and residuals are disposed of at Company-approved facilities; and
- e. measures to ensure Contractor wastes from other locations are not brought onto any Site.

8.2.3 If required by 40 CFR part 112 or any other Applicable Laws, a stand-alone Spill Prevention, Control, and Countermeasure Plan that, at a minimum includes:

- a. policies and procedures in support of applicable Company Spill Prevention, Control, and Countermeasure Plans, and other spill management procedure(s) and requirements;
- b. an inventory of regulated containers and regulated equipment operated at each Site (**regulated container** and **regulated equipment** mean anything that (1) contains oil; (2) is not regulated by the United States Department of Transportation; (3) has a shell capacity of 55 gallons or more; or (4) is not permanently closed, as defined by 40 C.F.R. § 112.2);
- c. Appropriate spill containment and preparedness equipment for the Work as required by 40 CFR Part 112; and
- d. Procedures for required facility, equipment, and other inspections for the Work per 40 CFR 112.

Contractor shall keep records documenting its compliance with its stand-alone Spill Prevention, Control, and Countermeasure Plan and shall make its compliance records available to Company upon request.

8.2.4 If applicable, a general spill prevention program, to include at a minimum:

- a. A spill prevention and spill response training program (training is to include a discussion of requirements under federal, state, local, and Worksite-specific spill and release reporting laws and regulations);
- b. Provisions for compliance with all spill prevention and reporting requirements as detailed in applicable Company Policies, which include the Company's requirements for Spill Prevention and Management and the ;
- c. Provisions for compliance with Company's requirements for Above-Ground Storage Tank Inspection, Testing, and Repairs. , including procedures for bringing oil storage containers into the field and maintaining proper inspection frequencies; and
- d. Provisions for maintaining all required records in a retrievable form for a minimum of five years.

### 8.3 General Environmental Requirements

- 8.3.1 **Off-Pad Travel.** Contractor shall not perform any operations off roads and pads without obtaining specific written authorization from Company. When applicable, Company will obtain approval from appropriate Governmental Authorities and landowners as required by Applicable Laws and agreements. In the event of failure by Contractor to obtain prior authorization, or failure to follow safe operating guidelines, Contractor shall be responsible and liable for any damage to the environment resulting from its operations, including the cost of repairs or restoration to the satisfaction of Company, landowners, and Governmental Authorities; and for any Claims, fines, or penalties associated with such damage.
- 8.3.2 **Water Usage.** If Contractor will perform Work that will require use of permitted water sources, Contractor must contact Company's environmental representative in advance of Work and provide a plan of operations, including a list of planned sources.
- Contractor shall provide all Contractor equipment operators involved in water source development the most current maps for the project prior to any field operations, and shall ensure that all Contractor operators clearly understand the required procedures.
- 8.3.3 **Air Emissions.** Immediately upon execution of any Call-Off Order, Contractor shall be responsible for:
- a. Providing Company an inventory of all air emitting equipment Contractor will be using. Examples of air emitting equipment include: engines, heaters, boilers, incinerators, storage tanks, painting equipment, kilns, crushers, and sandblasting equipment.
  - b. Supplying a list of all fuels to be consumed by Contractor equipment, as well as the fuel's sulfur content, and a list of all surface coating materials to be used (together with the material's SDS), and the types of abrasives to be employed if blasting.
  - c. Obtaining all necessary and applicable air permits and authorizations for Contractor's equipment and Work to be performed;
  - d. Providing Company a copy of any air permits and authorizations in effect for the equipment.
  - e. Maintaining records of any maintenance activities performed that may affect air emissions from the above mentioned air emitting equipment.
  - f. Ensuring that any fuel-burning equipment employed by Contractor will not routinely emit visible smoke.
  - g. Providing Company advance notice and details of any changes to the equipment, fuels, coating materials, or abrasives to be used, which will allow Company the opportunity to evaluate the changes for applicability of NSPS-NESHAP compliance.

## 9. Incident/ Illness Notifications And Investigations

- 9.1 Adherence to Company Procedures. Contractor shall adhere to the Company incident notification, reporting, and investigation procedures for incidents and near-misses on Company locations.
- 9.2 Reporting of Occupational Injuries/ Illnesses. Immediately following an incident resulting in injury/ illness to Contractor personnel or third parties, including all OSHA-recordable injuries and illnesses, Contractor shall provide notification (i.e., verbal, SMS, etc.) to the Company Representative of the incident. Contractor shall also provide a written report of the incident to the Company Representative within twenty-four (24) hours.
- 9.3 Reporting of Hazards. Immediately following the discovery of any hazards presented by the Work, Contractor shall provide a verbal report regarding the hazard to Company Representative. Additionally, within twenty-four (24) hours, Contractor shall provide a written report to Company Representative regarding the.
- 9.4 Incident/ Near-Miss Reporting. In accordance with Company's Incident Notification, Reporting and Investigation requirements, Contractor shall promptly report to Company's HSE representative, on Company's Incident Report Form, all Work-related injuries, spills/releases, line strikes, halon releases, environmental



disturbances, known or suspected permit violations, and “near-misses” or other potentially serious incidents. Company may review and, if appropriate, modify Contractor's incident report.

- 9.5 Contractor Man-hour Reporting Requirements. Contractor shall report all man-hours worked for Company on a monthly basis as required by Company.
- 9.6 Monthly Illness/ Injury Report. Contractor shall enter Monthly Injury / Illness information into ISNetworld database if Contractor is required by Company to maintain an ISNetworld subscription.
- 9.7 Incidents Involving Equipment. Immediately following any Work-related incident involving Company, Contractor, or third-party equipment, Contractor shall provide a verbal report of the incident to the Company Representative. Contractor shall also provide a written report of the incident to the Company Representative within twenty-four (24) hours.
- 9.8 Incidents Involving Spills. Immediately following an incident involving a spill of any volume (including gaseous release to air), including oil, chemical, and produced water or fresh water spills, Contractor shall notify the Company Representative.

## 10. Emergency Response

- 10.1 Contractor shall have in place an overall emergency response plan or contingency plans to address incidents such as medical evacuation (“Medevac”), Site evacuation, fire/explosion, loss of Well containment (blowout), release of toxic gas, oil/ fuel/ chemical spills, dropped objects, vehicle or vessel collision, man overboard, abandon ship, helicopter crash on deck, vessel/ aircraft overdue, heavy weather procedures, weather forecasting, and criminal act or threat of criminal act as appropriate for the Work. Contractor shall also have an emergency response plan which shall be distributed to all personnel.
- 10.2 Contractor shall ensure that all individuals on the Site are familiar with the appropriate emergency response procedures.
- 10.3 Contractor shall participate in emergency response drills in accordance with Applicable Laws and Company's emergency response plan.

## 11. Permit To Work

- 11.1 **Adherence to Permit to Work Policies.** Contractor shall ensure that everyone performing Work in connection with the Agreement or any Call-Off Order shall follow the Company Permit to Work system unless previously agreed in a bridging agreement with Contractor.

Permits	Drilling and Completions	Operations and Maintenance	PSM Facilities
Confined Space Entry Permit	x	x	x
Energized Electrical Work Permit	x	x	x
Excavation Permit	x	x	x
Hot Work Permit	x	x	x
Lockout –Tag Out Permit	x	x	x
Permit to Work Process			x
Bypassing Safety Device(s) Permit	x	x	x

## 12. Occupational Health And Industrial Hygiene

- 12.1 Contractor is required to have the following:
- Written Industrial Hygiene exposure plan and risk assessment
  - Documentation identifying risk for each occupational health hazard (e.g., noise, chemical, etc.) present in performance of the Work and prioritization of further action for those risks.
- 12.2 Contractor is required to submit to a Company Industrial Hygienist and/or HSE representative any Exposure Assessment data collected in the performance of the Work. Contractor shall also submit Exposure Control Plans when Regulated Areas will be established by the Contractor on Company locations. Contractor shall comply with the Company Occupational Exposure Limits (OELs) unless a more stringent Contractor or Governmental Authority exposure limit exists. OEL is the maximum allowable exposure to a chemical or physical agent over a specified period of time to which it is believed nearly all workers may be repeatedly exposed without adverse effect. For example, the most common units are TWA, STEL Ceiling, and Action Level.
- 12.3 Contractor shall implement Medical Surveillance programs for all personnel of members of Contractor Group, as required by Applicable Laws:
- As determined by the exposure risk assessment or industrial hygiene monitoring (e.g., respiratory protection program, hearing protection program, etc.);
  - Addressing surveillance for workers exposed to a stressor above a specified OEL. Routine medical evaluations verify exposure control measures and help provide early detection of exposure-related medical conditions for intervention.

Contractor is required to submit to a Company Industrial Hygienist and/or HSE representative any exposure-related medical condition (i.e. Hearing Shift) detected from routine medical surveillance programs while in performance of the Work on Company locations.

### 13. Personal Protective Equipment

- 13.1 Contractor shall ensure that everyone performing Work under any Call-Off Order has appropriate safety equipment for performance of their duties, including personal protection equipment, fall protection, NIOSH-approved breathing apparatus, and applicable ANSI-certified eye protection, hearing protection, hard hat, seasonal arctic weather gear, rain gear, flame-retardant clothing, and safety footwear.

PPE	Drilling and Completions	Operations and Maintenance	PSM Facilities
<b>Foot Protection</b> 1910.136 and ASTM F 2412/2413	x	x	x
<b>Eye Protection</b> OSHA 1910.133 and ANSI Z87.1-1989	x	x	x
<b>Head Protection</b> <sup>1</sup>	x	x	x
<b>Hand Protection</b>	x	x	x
<b>Flame Retardant Clothing</b> <sup>2</sup>	x	x	x
<b>Hearing Protection</b> noise ≥ 82 dBA	x	x	x
<b>4-gas Monitor</b> <sup>3</sup> (H2S, O2, LEL, CO)		x	x
<b>ELSA</b> <sup>4</sup>			x

**Notes:** <sup>1</sup>Type 1 Class E hard hat is minimum allowed

<sup>2</sup>NFPA 2112 or NFPA 70E HRC 2 compliant, FRC must be outermost layer. Wear only 100% cotton, wool, or cotton/ wool blend directly underneath FRC

<sup>3</sup>4-gas monitors may be required in Drilling and Completions activities based on site/ task hazard assessment

<sup>4</sup>Escape Life Support Apparatus (ELSA), as required by the Company.

## **14. Prohibited Items**

- 14.1 The following items are not permitted upon Company property at any time:
- a. Firearms and ammunition.
  - b. Alcoholic beverages, unless pre-approved by a Company senior manager responsible for the Site.
  - c. Federally illegal drugs or drug paraphernalia.
  - d. Prescription medications without proper Rx.
  - e. Pornographic, obscene, defamatory, abusive, or inflammatory material, or literature.

## **15. Short Service Employees**

- 15.1 Contractor shall develop a short service employee (**SSE**) program that meets or exceeds the following minimum requirements:
- 15.1.1 Contractor's SSE Program must address the following:
- a. SSE shall be defined as having less than six months of continuous service in the oil and gas industry.
  - b. No single-person crew can be an SSE.
  - c. The number of SSEs in a crew should never exceed 30% without Company supervisor approval.
  - d. A training and mentoring program for each SSE.
  - e. SSEs will not work alone until they have completed required training and time in role.
  - f. How Subcontractors will adhere to the Contractor SSE program.
  - g. A process for graduating from the SSE program.
  - h. How SSEs can be identified (e.g., green hard hat, other unique identifier).
  - i. Documentation of completion of the SSE program.
- 15.1.2 SSEs must do the following before graduating from the SSE program:
- a. Attend Safety Leadership Seminar.
  - b. Attend the Company's L48 HSE Orientation.
  - c. Demonstrate a working knowledge of applicable HSE policies and procedures.

## **16. Worker Safety Engagement Program(S)**

- 16.1 Contractor shall participate in the worker safety engagement program(s) (i.e. behavior-based safety or similar program) that will enhance the safety awareness of individuals utilized at the Company location where Work is performed.
- 16.1.1 If Contractor has an established worker safety engagement program(s) or similar program, the Contractor program may be used in conjunction with the Company Site-specific program, (e.g. Life Saving Rule Verifications (LSRV), HazIDs, Good catches etc)
- 16.1.2 Worker safety engagement program is used to capture information during field observations and are leveraged to mitigate hazards on Company work locations.
- 16.1.3 Further instructions and expectations regarding worker safety engagement observation details will be shared during Safety Leadership Seminar.

## 17. Injury Management

- 17.1 Company has contracted with an Injury Management Services Company (IMSC) named Axiom, a medical case manager that can help facilitate proper medical care. After an employee or contractor reports an injury to their supervisor, the employee and/ or supervisor shall call Axiom to get further advice on appropriate medical attention. Axiom provides 24/7 coverage 365 days a year and can be contacted at (877) 50 AXIOM or (877-502-9466).

17.1.1 Axiom will:

- a. Discuss the incident or injury with employee or contractor.
- b. If needed, direct employee or contractor to a medical facility and provide preliminary information to the doctor.
- c. If a medical facility visit is not required, arrange for a licensed medical professional associated with Axiom to provide treatment recommendations to employee or contractor.
- d. Speak with examining physician before employee or contractor leaves facility.
- e. Follow up with employee or contractor until return to regular work duties (or until adjuster is assigned).

**Note:** This may include calls in the evenings or weekends to maintain contact with employee or contractor.

- f. Keep management and HSE updated via phone and e-mail during entire process.

- 17.2 Contractor, at Contractor's expense, may utilize another Injury Management Services Company (IMSC) or internal resource to provide these services so long as the IMSC is able to provide services from licensed medical professionals to perform the services outlined in Section 17.1.1.

## 18. Call-Off Order/Contract Categorization And Additional Requirements

- 18.1 Based on the nature and scope of the Work, Company will categorize the Work into the following Governed Levels in accordance with the table below:

Category – Level	Characteristics
<b>Governed Level 4</b>	High level of Site exposure (e.g. full-time personnel on Site) Scope of Work includes multiple high-risk activities (as determined in the Company categorization tool) High quantity of Work exposure hours Crucial/strategic & high-spend contracts in well servicing, operations & maintenance, and projects contracts
<b>Governed Level 3</b>	Moderate level of Site exposure Scope of Work includes limited number of high-risk activities (as determined in the Company categorization tool) Moderate quantity of Work exposure hours
<b>Governed Level 2</b>	Low level of Site exposure Scope of Work usually includes no high-risk activities Low quantity of Work exposure hours
<b>Governed Level 1</b>	Off-Site equipment fabrication contractors Courier services Third-party truck deliveries and shipments (crude, product and other) when not fully dedicated to Company

Service contractors for such activities as: vending machines, floor mats, laundry/ uniform service, automobile service, copier repair, compressed gas deliveries and other similar incidental service contractors

**Note that category levels can be changed by Company if the nature and scope of Work changes requiring a revision of the category level.**

The additional HSE requirements associated for each of the four category levels are summarized as follows:

HSE requirement to be performed by Contractor	Governed Level 4	Governed Level 3	Governed Level 2	Governed Level 1
Verification of the qualifications of Contractor's Personnel by Contractor providing documentation to Company prior to said Personnel commencing Work at Site.	Required	As Required by Company	As Required by Company	As Required by Company
HSE Bridging Document development workshop and HSE expectation setting HSE Plan prior to starting Work. Contractor attendees will include Contractor Representative, Contractor Senior Management, Contractor Front Line Supervisors and HSE Representatives.	Required unless agreed otherwise by Company	As Required by Company	As Required by Company	As Required by Company
HSE Audit as advised by Company to Contractor.	HSE Audit Schedule issued by Company, minimum frequency should not exceed 5 years.	As Required by Company	As Required by Company	As Required by Company
Contractor HSE Performance Reviews Meetings as advised by Company. Contractor HSE Performance reviews shall include the following: <ul style="list-style-type: none"> <li>Review HSE performance and compliance against agreed KPIs, requirements, and L48 Contractor HSE Plan.</li> <li>Review status of corrective actions arising from previous contractor reviews, field inspections, audits, hazard observations or incident investigations.</li> <li>Share information on incident prevention strategies, HSE themes and safe work requirements.</li> <li>Where applicable, review progress of contractor HSE Mitigation Plan.</li> <li>Discuss HSE-related training needs, requirements and compliance status.</li> <li>Discuss current contractor HSE issues.</li> <li>Discuss and recognize positive HSE performance.</li> </ul>	Required annually.	As Required by Company	As Required by Company	As Required by Company
Contractor HSE Forum Participation by Contractor as advised by Company.	As Required	As Required	As Required	Not Required

<b>HSE requirement to be performed by Contractor</b>	<b>Governed Level 4</b>	<b>Governed Level 3</b>	<b>Governed Level 2</b>	<b>Governed Level 1</b>
	by Company	by Company	by Company	
Bridging Agreement to be approved by Company prior to starting Work.	Required	Evaluated by Company and may be required.	As Required by Company	As Required by Company
Health Checks as advised by Company.	As Requested by Company	As Requested by Company	As Required by Company	As Required by Company

The Company establishes programs, policies, and procedures appropriate to the business needs and requirements of its various operations and organizations ("Policies"). Different Policies than those shown here may apply to subsidiary company employees based on business needs, local customs, contractual agreements, or legal requirements. The Company reserves the right to change, amend, or terminate any of the Policies at any time, without notice, subject to applicable law and/or the terms of any applicable collective bargaining agreement or contract. This information is not intended to supersede applicable local, state, or federal law or the terms or provisions of any current collective bargaining agreement. In the event of conflict, the law or collective bargaining agreement shall prevail. If there are any discrepancies or conflicts between this information and the terms of the official Policies or any underlying insurance contracts, the official Policies and insurance contracts will control your actual benefits. Employees should confirm that the Policies accessed here apply to them and/or their organization before taking any actions.