

Exhibit - Hazard Communication Program



Revision date: 12/10/2025

1. In accordance with the OSHA Hazard Communication Standard (e.g.; 29 CFR 1910.1200), the following information is supplied to all contractors doing business with Company or any of its Affiliates. The site of services or work to be performed by Contractor under individual Call-Off Orders is referred to in this Exhibit as "workplace".
2. Contractor acknowledges receipt of this Exhibit and agrees that the information presented and referred to in this Exhibit will be transmitted to all affected individuals who are personnel of members of Contractor Group in a clear and effective manner so that such individuals will be properly informed of the hazardous chemicals to which they may be exposed while performing duties at any workplace, as well as the locations and availability of material safety data sheets covering such hazardous chemicals, the labeling system utilized in the workplace, and any precautionary ("protective") measures relative to such hazardous chemicals that need to be taken to protect such individuals during normal operating conditions and in foreseeable emergencies in the workplace. (For ease of reference, the foregoing information, materials, and suggestions pertaining to hazardous chemicals, material safety data sheets, labeling systems, and precautionary measures are referred to as "said information, materials, and suggestions").
3. Contractor covenants and agrees, in accordance (at a minimum) with the requirements of the OSHA Hazard Communication Standard, that Contractor has an obligation and liability to furnish and will furnish to Company, and to other employers whose personnel may be exposed to hazardous chemicals produced, used, or stored, at the workplace by Contractor, all information, materials, and suggestions concerning any and all hazardous chemicals produced, used, or stored at the workplace by Contractor. Contractor further covenants and agrees that it has developed and will maintain a hazard communication program covering all such hazardous chemicals, and all of said information, materials, and suggestions referred to herein. Contractor shall furnish all of said information, materials, and suggestions in good faith, utilizing a high degree of care and diligence, and such knowledge and information as is in the possession of or available to Contractor.
4. Containers of hazardous chemicals supplied by Company will have their contents identified by chemical name either through the use of hazard warning labels, stencil, or such other means as permitted under the OSHA Hazard Communication Standard. Please note that the identification and labeling of hazardous chemicals under the OSHA Hazard Communication Standard are not designed to communicate all relevant information respecting each particular hazardous chemical. Contractor shall utilize and shall assure that relevant individuals who are members of Contractor Group utilize said information, materials, and suggestions as are furnished by Company at the workplace. Without limiting the generality of the foregoing, Contractor shall give particular attention and review to the appropriate safety data sheets (SDSs) for each such hazardous chemical.
5. Contractor acknowledges that each of Company's facilities has available for Contractor's use written information concerning the hazard communication program, a list of hazardous chemicals used by Company at that facility, SDSs for each such chemical, and an explanation of Company's labeling system. This information is available electronically, or in plant facilities' control rooms and in the plant superintendent/ work group supervisor's office.
6. Contractor agrees that its written hazard communication program shall include the methods Contractor will use to inform individuals who are members of Contractor Group of the hazards of non-routine tasks and the hazards associated with chemicals contained in unlabeled pipes in such individuals' work areas. Methods which may be used by Company to provide information concerning such hazards may include safety orientations, safety meetings, and the use of a permit system in connection with which specific safety procedures, hazard warnings, and appropriate personal protective equipment are addressed.
7. Contractor expressly understands, acknowledges, and agrees that:
 - 7.1. Company has provided the said information, materials, and suggestions for hazardous chemicals produced, used or stored by Company at the workplace, the said information, materials, and suggestions provided by Company being hereinafter referred to, for ease of reference, as "such suggestions";
 - 7.2. such suggestions are provided by Company in good faith, but without any representation by Company as to any expertise or superior knowledge on the part of Company concerning the subject matter of such suggestions;
 - 7.3. although provided by Company in good faith, such suggestions may not be current, complete, or correct as of the date of the presentation thereof to Contractor;

- 7.4. such suggestions may not be suitable, complete, or correct for the particular operations or uses for which Contractor may utilize the same;
- 7.5. Neither company nor any of its affiliates makes any guarantee or warranty, expressed or implied, as to the completeness or accuracy of any such suggestions, nor as to the fitness or suitability of the same for any particular purpose or activity;
- 7.6. Without being restricted by the foregoing, any and all warranties respecting such suggestions, expressed or implied, including the warranties of merchantability and fitness for a particular purpose, are excluded and disclaimed in their entirety;
- 7.7. Company and its affiliates neither undertake nor assume any liability in connection with the use of or any reliance upon any of such suggestions, the foregoing including, without restriction, any liability for special, incidental, or consequential damages;
- 7.8. Contractor and all other members of Contractor Group shall at all times and in all respects comply with the Occupational Safety and Health Act of 1970, as amended, and all regulations and standards adopted or promulgated thereunder or in connection therewith, as well as with all state and local laws, ordinances, rules, and regulations pertaining to occupational safety and health;
- 7.9. the provisions hereof shall extend to all information, materials, and suggestions provided by Company, whether or not the same shall be denominated as "suggestions", and that no such suggestions howsoever furnished shall limit Contractor's responsibility or liability respecting the safety and health of all individuals who are members of Contractor Group; and

Contractor shall indemnify each of the members of company group from and against any and all claims arising in whole or in part from or in any way related to use by any of the members of contractor group of any such suggestions furnished by company, or arising in whole or in part, from or in any way related to failure by any of the members of contractor group, whether or not negligent, to comply with any of the provisions hereof.

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.