



CONTRACTOR PROCUREMENT, MONITORING & REVIEW POLICY

Senior management is committed to the safety of all workers at our sites and facilities. We require all contractors to share in our commitment to ensure the highest degree of worker safety, and will set out responsibilities, expectations and requirements in our Contractor Procurement, Monitoring and Review Procedure.

Resources and materials will be provided to ensure that an effective contractor prequalification, monitoring and evaluation procedure is developed, implemented and contractor performance is monitored, reviewed and evaluated at least annually. In addition, we will review and approve this policy and procedure as required.

Contractor commitment and alignment with our safety goals, commitments, philosophy and demonstration of proactive, inclusive health and safety activities is mandatory. It is our strict policy that all contractors meet prequalification requirements.

Safety performance will be monitored through observations, periodic compliance audits and post job evaluation.

For major works pre job planning including competency, communications, hazard identification and control, rescue planning, training, implementation and safe work practices, procedures and work methods is required.

The hierarchy of controls must be implemented ensuring the lowest possible risk to workers for identified hazards.

Contractors shall comply with the OHSA, applicable regulations, industry standards and all requirements of our health and safety management system.

Activities must be planned to ensure the lowest risk possible, highest regard for worker and public safety, and effectively communicated prior to mobilization as required after.

In addition, contractors are required to:

- Provide appropriate orientation to workers including site specific safety and environmental plans
- Supply and use their own equipment ensuring it is within service and certification dates and in good repair
- Not carry out high risk work without approved procedures and express written permission
- Complete required permits

Managers and supervisors must, except in emergencies, only use qualified contractors. They are responsible for ensuring contractors complete required prequalification, orientation, and hazard evaluations for the scope of work. In addition, they will carry out compliance audits, observations and participate in post job performance evaluations.

Workers are required to comply with this policy and any site specific plans, report hazards and issues that arise with contractors and participate in post job or annual contractor review as required.

This policy does not apply to contractors providing service with no field exposure, escorted visitors to sites and facilities or contractors delivering materials or goods to site.

Failure to follow this procedure, as set out, may lead to progressive discipline up to and including dismissal or removal from site. Contractors not meeting expectations will be reviewed and status changes as required.

This procedure will be reviewed and revised as required. Revisions are required when there are changes in business conditions, scope of work, regulatory requirements or when deficiencies become known.

A handwritten signature in black ink, appearing to read 'S. H. H.', is written over a horizontal line.

Signature

February 24, 2023

Date