

Subcontractor/Supplier HSEQ Requirements

All subcontractors and suppliers are required to work in accordance with Georgiou systems and processes. All subcontractors engaging other subcontractors or agents shall be responsible for ensuring those people are aware of and work in accordance with Georgiou systems and processes.

1.0 Personal Protective Equipment (PPE)

The minimum personal protective equipment on a Georgiou construction site shall be:

- Hard hat
- Safety boots with non slip soles and toe protection; persons working on uneven and soft surfaces, e.g. civil construction sites, shall be required to wear lace-up safety boots
- High visibility vest (if shirt /jacket is not high visibility)
- Safety glasses
- Site personnel shall be expected to carry in their possession, at all times, suitable protective gloves for the job they are performing

Personnel working outdoors, subject to sun exposure, shall be a required to wear:

- Long sleeve shirts
- Trousers
- UV protected eyewear
- Sunscreen lotion

2.0 Induction

The Subcontractor personnel shall be required to undertake the project or business unit site specific HSEQ induction prior to commencing work at their cost. It is recommended that persons requiring induction contact the sites to make arrangement prior to attending site.

3.0 Training and Competency

The Subcontractor is responsible for providing suitably qualified and competent persons to perform their contracted tasks. The subcontractor shall provide evidence of competency certification of personnel to Georgiou prior to commencement of works, including their Construction Safety Awareness card.

Subcontractor personnel on site must carry on their person their Construction Safety Awareness card and any legally required license to operate plant and machinery.

Safe Work Method Statements (SWMS) or Job Hazard Analysis (JHA) provided the Subcontractor shall refer to required competencies and certification to perform the tasks contained therein.

4.0 Subcontractor and Supplier Plant & Equipment Requirements

All plant and equipment brought to site by the Subcontractor shall be:

- Fit for purpose
- Undergo a compliance inspection prior to commencement. Georgiou's GC-HSE-FRM016 Site Plant/Equipment Compliance Checklist may be completed and submitted as evidence of this requirement
- Undergo and record daily maintenance inspections
- Be serviced as per the manufacturer's specification
- Any defects identified shall be promptly repaired. Non compliant Plant/Equipment that poses a risk to Health or Safety will be tagged with an Out of Service tag or removed from site
- All electrical equipment shall be tagged by a licensed person using the National colour coding system
- All lifting equipment shall be tagged with a current Safe Working Load

The Subcontractor/ Supplier shall be able to provide Georgiou upon request documented evidence that the above requirements have been met.

5.0 Pre-starts Meetings

The Subcontractor will be required to report to the Georgiou site office prior to commencement of work and contact the site supervisor.

Where work is of a continuous nature then the Subcontractors/ Supplier must attend the morning pre-start at the designated site start time.

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6.0 Toolbox Meetings

The Subcontractor shall attend toolbox meetings held for the Project or Business Unit when on site. Subcontractors shall attend toolbox meetings when not on site as requested by Georgiou.

7.0 HSEQ Management Meetings

The Subcontractor shall provide a representative to attend the Project's/ Business Unit's monthly HSEQ Management Meeting as requested by Georgiou.

8.0 Risk/ Hazard Management

The Subcontractor shall be required to complete Take 5 as directed by site management in accordance with GC-HSE-ST016 Risk and Operational Control Standard and report hazards when identified.

The Subcontractor shall work under a Safe Work Method Statement (SWMS) for any high risk construction work or as otherwise determined by Georgiou. In circumstances where the work is outside of Georgiou's scope of expertise then the subcontractor will be required to submit their own Safe Work Method Statement. Subcontractors may only use their own SWMS if it has been submitted to and approved by Georgiou.

The Subcontractor shall complete a Job Hazard Analysis (JHA) as part of the SWMS. The JHA shall be assessed by the site's management representative prior to authorising the subcontractor to commence work. The subcontractor's JHA shall address the following criteria:

- Applicable legal requirements for the activity
- Assesses and evaluates the hazards/ risks associated with the activity
- Provides a methodology to treat those hazards/ risk and evaluate the residual risk
- Identify any competency & training requirements for the activity
- Identify any hazardous chemicals and associated Material Safety Data Sheet (MSDS) for the activity

9.0 Permit to Work

The Subcontractor shall require a valid Work Permit, as approved by Georgiou, for the following work activities:

- Confined Space Entry
- Work at heights where a person is exposed to a risk of falling or where there is a risk that the fall may result in an injury
- Work involving all excavations
- Work in, over or adjacent to water or other liquids where there is a risk of drowning. Georgiou or the contractor will develop a specific permit/s to cover this work.
- Work involving diving, the dive contractor will supply a permit covering the work to be undertaken
- Construction work where there is the risk of contact with electrical overhead power lines, Georgiou or the contractor will develop a specific permit/s to cover this work
- Hot Work permit (will be required for hot work conducted outside of designated workshop areas)

10.0 Incident Reporting & Investigation Procedures

The subcontractor/supplier shall report all incidents and injuries immediately to Georgiou Management and shall be required to participate in incident investigations where that incident occurs in their area of work.

11.0 Hazardous and Dangerous Substances

All Subcontractor/Supplier hazardous and dangerous substances shall be registered on site. Subcontractors/Suppliers shall not bring onto site any hazardous or dangerous substances onto site unless they have:

- Been authorised by the site's management to bring the substance onto the site
- Provided the Georgiou site a copy of a Material Safety Data Sheet (MSDS) for the substance
- Provided the Georgiou site with the volume/ quantity of the substance
- An appropriate storage facility available for the storage of the substance
- Completed a risk assessment on the use of the substance, which may be done as part of the SWMS

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12.0 Emergency Response

Subcontractors/Suppliers will be required to participate, on the day, in any on site emergency response drills. The site management shall inform them of any drills to be conducted and their required participation.

13.0 Fitness for Work

- The Subcontractor shall ensure their personnel present themselves in a fit and healthy state at all times for the duties they are required to perform
- The Subcontractor shall provide any medical information to Georgiou in regard to their personnel working on site that may impede their ability to perform their work, or place themselves or others at risk or should be known in the event of an emergency
- The Subcontractor's personnel shall abide by Georgiou's 0.0 Breath Alcohol limit when on site and shall consent to testing to verify compliance as required. Personnel recording a positive result to testing shall be removed from site at the Subcontractors expense. Personnel who return a positive test shall not be allowed to return to site without the Project Manager's consent.
- The Subcontractor's personnel shall not report to work under the influence of illegal drugs or substances and shall consent to testing to verify compliance as required. Personnel recording a positive result to testing shall be removed from site at the Subcontractors expense. Personnel who return a positive test shall not be allowed to return to site without the Project Manager's consent.
- No Subcontractor personnel shall possess, use, consume, distribute or sell alcohol, illicit or non-prescribed drugs or misuse prescribed medication while performing work for Georgiou.

14.0 Audits and Workplace Inspections

The Subcontractor shall be required to participate in workplace inspections and audits. Where the Subcontractor is solely in control of a work area they shall inspect that work area and document the findings at least weekly.