

HSE REQUIREMENTS

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ARTICLE 1 – PURPOSE

This document outlines the Owner’s Health, Safety and Environmental requirements (“the requirements”) associated with the Work that Contractor is required to follow.

ARTICLE 2 – HEALTH, SAFETY AND ENVIRONMENTAL (‘HSE’) PLANNING

2.1 ISNetwork Health & Safety Management System Evaluation.

“ISNetwork” or “ISN” means the 3rd party contractor management system that Owner uses to verify HSE qualifications among other things. Unless an exception has been granted by the Owner, contractors completing on site work activities for the Owner must be registered and have a fully completed contractor profile in ISNetwork (ISN) in advance of Contractor selection. Contractors shall not enter the Site or other property controlled by Owner or its Affiliates unless;

- a) They are a member of ISN;
- b) Have an Alcohol and Drug Policy that meets the requirements set out in ISN. Should Contractor not have an Alcohol and Drug Policy they shall be required to follow Capital Power’s Alcohol and Drug Program for Contractors;
- c) Have designated Capital Power Corporation as an “Owner Client” entitled to view Contractor information;
- d) Have been assigned an ISN grade for the purposes of evaluating Contractors Health and Safety program for acceptability to Owner requirements (“ISN Grade”);
- e) If applicable have implemented a Risk Mitigation Plan as required by Owner in its sole discretion which shall be maintained for the Term of the Contract.
- f) If the Contractor’s ISN Grade is “A”, no Risk Mitigation Plan would be required.

2.2 Health Safety Environment (HSE) Site Planning.

During the period between contract award and the start of Work at the Site, Contractor shall meet with an Owner representative to review these requirements and the required documents.

No Work shall commence at the Site until the Owner has confirmed the planning requirements as set out in this document have been satisfied by Contractor.

The Owner may make recommendations for improvements to any of the documents set out in these requirements. Contractor shall cooperate with the Owner in connection to those recommendations and shall support the Owner’s desire to positively influence HSE performance.

Any review, comments or recommendations by the Owner related to any documents set out in these requirements will not relieve Contractor of full and complete responsibility and liability for HSE compliance associated with the Work.

2.3 General Planning.

In addition to observing, abiding and complying with all jurisdictional regulations applicable to the Work identified in the contract, Contractor shall;

- a) Ensure all workers including Subcontractors complete Owner’s Orientations in ISN prior to arriving at any Owner Site at Contractor’s expense. Workers will not be permitted to enter upon the Site or

other property controlled by Owner or its Affiliates, without evidence that their orientations are current;

- b) Ensure their Subcontractors meet the requirements in this document;
- c) Ensure both Contractor's and Subcontractor's personnel comply with the Site-specific Personal Protective Equipment (PPE) requirements, operating procedures, processes and Work practices governing the environment, health, safety, security, protection of the public and the Work on the Site;
- d) Participate in the Owner's safety kick-off meeting;
- e) Conduct a formal documented safety kick-off meeting with Subcontractors and any other appropriate parties as applicable prior to starting Work;
- f) Utilize a root cause analysis process acceptable to the Owner;
- g) Verify Contractor personnel and their Subcontractors are fit for Work relative to medical and physical considerations;
- h) If applicable, have a plan in place to address integration of any non-English speaking workers at the Site;
- i) As required by applicable laws, provide a trained and competent safety representative or designated worker to participate in the joint health and safety committee.

2.4 Pre-Mobilization Requirements.

Contractor shall complete prior to the date of Work commencement at the Site and provide to the Owner for review upon request;

- a) Job Hazard Assessments;
- b) A Subcontractor assessment procedure (if applicable);
- c) A waste management plan for the Site (if applicable);
- d) A spill prevention and contingency plan for the Site (if applicable);
- e) Safety Data Sheets (SDS) for all chemicals to be used at the Site (if applicable);
- f) A listing (i.e. organization chart) of Contractor's personnel/employee(s) who are responsible to ensure compliance with Contractor's HSE requirements, including their respective telephone and e-mail contact information;
- g) Copies of qualifications, certifications and competency training for those workers who will be present at the Site.

2.5 Hazard Recognition, Assessment and Control.

Contractor and Subcontractors shall use structured and documented processes to identify, assess and control potential hazards. This process shall include:

- a) Job Hazard Assessments identifying the following:
 - The Work to be performed
 - Steps associated with performing the Work
 - Hazards associated with each step
 - Means to eliminate or control all hazards
- b) Field Level Hazard Assessments
 - Contractor and Subcontractors shall require workers to complete a field level hazard assessment prior to starting Work each day.

- Contractor shall monitor its field Work to ensure hazard control procedures and execution are effective and all hazards remain under control. Contractor shall stop Work immediately where hazardous conditions cannot be adequately controlled.

2.6 Hazardous Materials Identification

Contractors are to identify the hazardous materials that will be used at the Site and provide Safety Data Sheets (SDS's) for those material, if requested, in advance of arriving onsite. All hazardous materials not previously identified during premobilization must be declared upon arrival at the Site.

ARTICLE 3 - RIGHT TO STOP UNSAFE WORK

Any Worker, whether in the employ of the Owner, Contractor, or any Subcontractor, shall have the right to stop all Work for unacceptable health, safety, or environmental risks. Work stoppage is considered a near miss incident and shall be investigated, documented and reported to the Owner.

ARTICLE 4 – ALCOHOL AND DRUG POLICY

Contractor shall follow their Alcohol and Drug Policy when deemed acceptable by Capital Power. Contractors with a policy that does not meet Capital Power expectations will follow the risk mitigation plan as agreed to. Contractors without an A&D Policy will be asked to follow Capital Power Alcohol and Drug Program for Contractors as provided by Capital Power.

ARTICLE 5 – PRE-ACCESS TESTING VERIFICATION (SAFETY SENSITIVE POSITIONS)

Except for Contractor Workers who are participants in the Alberta Canada, “Rapid Site Access Program”, all Workers in an identified Safety-Sensitive Position are to undergo an Alcohol and Drug test as precondition to commencing work on Capital Power Business. Failure to pass the test(s) or refusal to participate means the Worker is not eligible to perform Capital Power Business or gain access to Site. Testing types: Canada - Breath Alcohol and Urine Express Panel 5. US – Breath Alcohol and Urine Lab Panel 5 (DP7N). The use of urine or oral fluid laboratory testing for site-access is acceptable.

The test shall be completed 90 days or less before deployment to Site and confirmation of compliance shall be provided to Capital Power by means of an acceptable clearance letter from the testing provider or on the Capital Power Contractor Site Access A&D Compliance Form.

Pre-Access testing is not required for Contractor Workers who are subject to pre-employment testing by Contractor as long as they have been in constant employment with Contractor and have not had a negative testing result. Confirmation of compliance shall be provided to Capital Power by submitting Contractor Site Access A&D Compliance Form.

When pre-access testing is waived by the Owner, Contractor shall ensure that every supervisor and employee provides a signed declaration before being permitted to commence work on site. This form shall be completed ONCE upon initial arrival in lieu of pre-access testing.

To mitigate risk in this circumstance Contractor shall conduct/complete Contractor Fit for Duty Declaration Form.

Capital Power reserves the right to request and review compliance to the pre-access testing requirements or Contractor Fit for Duty Declaration Form.

ARTICLE 6 – FIT FOR DUTY

Contractor shall verify all Subcontractor personnel are fit for duty relative to medical and physical considerations.

ARTICLE 7 – EVALUATION AND SELECTION OF SUBCONTRACTORS

Contractor is responsible for the health and safety of its Subcontractors and shall;

- a) Evaluate the safety performance of Subcontractors by using a formal, documented process;
- b) Prior to any Subcontractor starting Work, provide completed Subcontractor HSE related prequalification documentation to the Owner for review if requested.

ARTICLE 8 – INCIDENT MANAGEMENT

Contractor shall have a formal incident management program and shall:

- a) Report all environment, health and safety incidents and near misses in accordance with regulatory requirements and Owner requirements;
- b) Fully investigate all incidents, including near miss incidents to identify root causes and corrective measures to prevent reoccurrence;
- c) At the Owner's request, present incident investigation findings to the Owner's Site management. The Owner may require or make recommendations for improvements to these investigations.
- d) At the commencement of the investigation, the Owner is to be notified and Contractor and/or Subcontractor, as applicable, will provide notice of any meetings, interviews or any other key elements of the incident investigation;
- e) At its sole discretion, the Owner reserves the right to participate directly in any aspect of the incident investigation, including review and finalization of the incident report;
- f) Provide qualified senior management, line management and safety representative to oversee and participate in incident investigations;
- g) Provide injured parties with adequate medical care and perform the appropriate level of case management.

8.1 Incident Reporting Timelines.

Contractor shall provide the Owner with the following:

- a) Immediate verbal notification for all incidents and near misses, unless impracticable in which case as soon as practicable;
- b) A preliminary written notification and preliminary incident report within twenty-four (24) hours of an incident; and
- c) A detailed final incident report or investigation status update in writing within forty-eight (48) hours of the incident stating when the report will be completed.

8.2 Incident Investigations.

Contractor shall investigate the following incident type:

- a) **First Aid:** Work related injury requiring medical attention administered immediately after the injury occurs and at the Site (short-term treatment).

- b) **Recordable Injury/Illness:** Incident requiring medical treatment beyond First Aid for a work-related injury or illness.
- c) **Restricted Work:** Any work-related injury or illness that prevents a worker from performing the routine functions of their regularly scheduled job or any subsequent regularly scheduled workday. A worker's routine functions are those work activities the worker regularly performs at least once a week.
- d) **Lost Time Injury:** Any work-related injury or illness that renders the injured person temporarily unable to perform any regular work activity on any normally scheduled workday after the day on which the injury occurred. When a worker loses all or part of a workday following the day of the injury due to medical treatment, it is not classified as a Lost Time incident.
- e) **High-Potential Near Miss:** An event in which under slightly different circumstances could have resulted in a fatality, significant injury, significant damage, or significant production loss.

ARTICLE 9 – INSPECTIONS

Contractor shall conduct regular inspections to ensure compliance with environment, health and safety requirements: Contractor shall capture findings recommendations for improvement, and lessons learned and shall track such topics to resolution. Inspection reports shall be made available to the Owner for review upon request.

ARTICLE 10 – OWNER EVALUATION OF CONTRACTOR

The Owner may evaluate or audit Contractor to monitor compliance with HSE laws or with these requirements. The frequency of evaluations will be determined by the Owner on an ongoing basis dependent upon the scope of Work and Contractor's HSE performance.

The Owner shall inform Contractor when HSE deficiencies are identified and may make a report to Contractor with the findings, recommendations for improvements, and an implementation schedule. Contractor shall cooperate with the Owner in connection to those recommendations and shall support the Owner's desire to positively influence HSE management.

ARTICLE 11 – IMMEDIATELY DANGEROUS TO LIFE AND HEALTH SITUATIONS

If any situations that present immediate danger to life, health or the environment are found during any incident or near miss investigation, inspection, compliance assessment, audit, regulatory inspection or by any other means, immediate corrective actions shall be taken, and all affected Work shall be stopped until appropriate corrective actions are implemented. These situations shall be treated as a near miss under the Contractor's incident management program.

ARTICLE 12 – FINDINGS AND CORRECTIVE ACTIONS

Contractor is responsible to document promptly take corrective actions and close in writing all incident or near miss investigation, inspection, compliance assessment, audit and regulatory inspection findings of non-compliance or matters for improvement (the "Findings"). Contractor shall store any reports related to any Findings at the Site and provide any reports and any documents related to corrective actions and closure of them to the Owner at any time upon request. Contractor shall report on progress of any open corrective actions, including implementation schedule until completed.

The Owner may make recommendations for improvement to any corrective actions. Contractor shall cooperate with the Owner in connection to those recommendations and shall support the Owner's desire to positively influence HSE performance and management.

In the event Contractor fails to implement any corrective actions within a reasonable period-of-time taking into consideration Contractor's implementation schedule, the Owner may take actions it deems appropriate. Should these actions increase the Owner's costs in any way, including costs associated with the Work, The Owner may charge Contractor for these costs.

ARTICLE 13 – MEASUREMENT AND REPORTING OF PERFORMANCE

If applicable, Contractor shall submit monthly HSE reporting to the Owner within five (5) business days of the end of a month.

Contractor may report Contractor and Subcontractor data as a single report, but it must clearly describe Contractor and Subcontractor information.

Contractor shall be responsible for tracking and reporting the following metrics as a minimum:

- a) Total Recordable Injury Frequency for the project;
- b) DART (Days Away, Restricted of Transfer) UNITED STATES ONLY;
- c) Hours worked for Contractor and each Subcontractor;
- d) Leading Indicators;
 - Number of inspections performed with corrective actions;
 - Number of field level hazard assessments completed;
 - Number of safety meetings/tool box talks performed;
 - Number of near miss/hazard IDs reported with corrective actions, and
 - Percentage of corrective actions completed.
- e) Lagging Indicators:
 - First aid injuries, recordable injuries, restricted work injuries, lost time injuries;
 - Motor vehicle incidents;
 - Security incidents/property damage;
 - Mobile equipment damage and,
 - Environmental incidents (spills or release, violation of regulatory requirements).

ARTICLE 14 – EMERGENCY PREPAREDNESS

If the Site has an existing emergency plan, Contractor shall familiarize the workers under their control of the contents of the plan.

ARTICLE 15 - SECURITY

Contractor workers are restricted to their immediate Work areas, lunchrooms and washrooms while on the Owner's Site. Adverse weather conditions may require an increased awareness of public security and safety. Contractor shall adhere to any security control system established at existing facilities to protect the Site.

ARTICLE 16 – HSE MEETINGS

Contractor will conduct or participate in HSE meetings. The Owner will be provided with notice of time and location of this meeting and will have the right to attend and fully participate in these meetings.

ARTICLE 17 – DOCUMENTATION AND RECORDS MANAGEMENT

Contractor shall retain HSE related documents as applicable to the scope of Work. The Owner shall be provided access upon request to review all project generated documents produced by Contractor.

ARTICLE 18 – HSE MANAGEMENT PERSONNEL

If applicable, Contractor's HSE management personnel shall be approved by the Owner in advance of appointment at the Site. Contractor shall be approved by the Owner in advance of appointments at the Site. Contractor shall submit to the Owner, a statement of qualification (i.e. resume) for identified health and safety personnel and environmental monitor(s).

In consultation with the Owner, Contractor shall determine the peak workforce. The peak workforce number will be used to determine the experience required by Contractor's Site HSE representative as outlined below: Management Personnel Qualifications. This determination will be made so that the most qualified safety representative is on Site from the start of Work. Contractor's Site HSE representative shall remain onsite from the start of the Work and until completion of the Work.

For each of the identified safety personnel and environmental monitor, name, telephone and email contact information shall be supplied to the Owner.

Contractor shall notify the Owner at a minimum seventy-two (72) hours in advance (in writing) regarding any changes in Site safety and environmental monitoring coverage.

The Environmental monitor personnel shall be provided in accordance with the requirements specified in the contract.

Manpower <i>Including Subcontractors</i>	Role	Minimum Qualification Criteria	
		CANADA	UNITED STATES
1-19	Safety Representative <i>This Worker may also function as a supervisor, foreman, or crew leader on the Project.</i>	Current Cardiopulmonary Resuscitation. (CPR)/standard first aid training. Demonstrate experience and skills necessary to thoroughly understand the health and safety hazards and controls of the specific Work.	30-hour Occupational Safety and Health Administration (OSHA) Construction Safety Course Current CPR/standard first aid training. Demonstrate experience and skills necessary to thoroughly understand the health and safety hazards and controls of the specific Work.

20-99	Health and Safety Coordinator <i>Dedicated full-time. This person shall not have any non-H&S assigned duties.</i>	3 years construction experience as a full-time Health and Safety Coordinator. Current CPR/standard first aid training. National Construction Safety Officer (NCSO) or equivalent level of training, experience, and skills necessary to thoroughly understand the health and safety hazards and controls.	3 years construction experience as a full-time Health and Safety Coordinator. Current CPR/standard first aid training. Construction Health and Safety Technician (CHST) or equivalent level of training, experience and skills necessary to thoroughly understand the health and safety hazards and controls.
100+	Health and Safety Manager <i>Dedicated full-time. This person shall not have any non-H&S assigned duties.</i>	5 years related construction experience as a full-time Health and Safety Manager. Current CPR/first aid certification. Canadian Registered Safety Professional (CRSP) or equivalent level of training, years of experience, and skills necessary to thoroughly understand the health and safety controls.	5 years related construction experience as a full-time Health and Safety Manager. Current CPR/first aid certification. Certified Safety Professional (CSP) or equivalent level of training, years of experience, and skills necessary to thoroughly understand the health and safety controls.
Each 100 thereafter	One additional Health and Safety Coordinator will be required. <i>The Owner may accept Junior H&S Coordinators when experienced H&S personnel are on Site with a ratio of 1 Junior: 3 Health and Safety Coordinators.</i>		

ARTICLE 19 – CANADIAN SITE-SPECIFIC CONTRACTOR REQUIREMENTS

Contractor is responsible to ensure compliance to the mandatory requirements at the Site they are working at. The Site-specific requirements are listed below.

- a) Minimum required PPE. Contractor shall supply minimum PPE and include the following:
 - Gloves: appropriate for the Work being performed
 - Hard Hats: CSA approved, Type 1, Class E (non-side impact).
 - Foot Protection: CSA approved Grade 1, Green Triangle, Omega rated safety boots that have a minimum of 150mm (6”) high ankle support.

- Safety Glasses: CSA approved high impact prescription or non-prescription safety glasses complete with rigid side shields. No more than a 30% tint to the lenses when indoors.
- Safety glasses are to be worn according to Work conditions and Work being performed. Sealed eye wear will be required when identified in a hazard assessment.
- Suitable protective safety goggles, chemical goggles, and face shields are required for workers when handling chemicals, cutting, welding, grinding or using other harmful substance injurious to the face.

b) Clothing Minimum.

Shorts are not permitted. Minimum requirements are 100% cotton clothing and long pants. All clothing, including coveralls, must be in good condition and free from holes and tears.

c) Noise/Hearing Protection.

Specific areas where hearing protection is mandatory will be posted. Hearing protection shall be worn where workers are exposed to a time weighted average noise level of 85 dBA or higher over an 8-hour Work shift. Additional hearing protection may be required. Specialized PPE is Contractor's responsibility.

d) Clean Shaven Requirement.

Contractors are required to be clean shaven within twenty-four (24) hours when required to wear a respirator. Clean Shaven (within twenty-four (24) hours) is defined as:

- Mustaches can be worn if neatly trimmed and extend no longer than 1 inch from the corners of your mouth.
- Soul patch can be worn if neatly trimmed, no larger than 1 inch by 1 inch.
- Sideburns may be worn if neatly trimmed and do not pass the base of the ear and do not interfere with any respiratory protection facial seals.
- All Contractors that are required to wear a respirator (half or full faced) must have a valid fit test certificate (fit test completed within the last 12 months).
- If a Contractor is being fit tested by the Owner, the fit tester has an obligation to deny a fit test in the event of facial hair growth.

e) Flame Resistant Clothing.

FRC2 clothing requirements depend on the task, and the Owner's Site contact shall set the requirements. More stringent Flame Resistant (FR) clothing requirements may be implemented depending on where Contractor will be working and what tasks are being performed. 100% cotton clothing is required under FR coveralls or electrical safety clothing.

f) Genesee Plant Site Specific

The Following FR requirements are Genesee Site specific only. No substitutions will be permitted without permission from the Genesee Plant Manager. Submissions for substitution must be made to the Senior manager. When requesting a substitution, provide full specifications of the garment with the request. One approved substitution is the use of 9oz. Indura instead of the 7oz Indura Ultrasoft.

FABRIC	WEIGHT	CAN/CGSB - 155.20-2000 CDN Flash Fire PPE Standard	ASTM F 1930 Manikin Flash Fire Test % of 2 nd & 3 rd degree	NFPA 2112- 2007 USA Flash Fire PPE Standard (Mandatory Certification)	ASTM F 1959 Test (Electric Arc Thermal Performance Value	NFPA 70E/CSA Z462 Electric Workplace PPE Standard
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			burns 50%+ Failure (Includes Head)		(ASTM F 1506)	Hazard Risk Category
INDURA Ultra Soft 301 shirt, smock, or coverall	7 oz./yd2 237 g/m2	Yes UL Certified	15%	Yes UL Certified	8.7 cal./cm2 ATPV	HRC 2 (Includes HRC 1)

ARTICLE 20 – UNITED STATES SITE-SPECIFIC CONTRACTOR REQUIREMENTS

Contractor is responsible to ensure compliance to the mandatory requirements at the Site they are working on. The Site-specific requirements are listed below:

a) Minimum required PPE.

Contractor shall supply minimum PPE and include the following:

- i. Gloves: appropriate for the Work being performed
- ii. Hard Hats: ANSI/ISEA, Type 1, Class E
- iii. Foot Protection: ANSI, ASTM with or without puncture-resistant sole.
- iv. Safety Glasses: ANSI approved prescription or non-prescription safety glasses complete with rigid side shields. No more than 30% tint to the lenses when indoors.
- v. Safety glasses are to be worn according to Work conditions and Work being performed.
- vi. Sealed eye wear is required to be worn during the following tasks and or activities:
 - Buffing, Grinding, Cutting, Gouging, Using power tools.
 - Scaffold assembly and dismantling
 - Any activity where there is any significant disturbance to surrounding equipment, material or Work area.
 - Working in areas where there is airborne dust or particulate or where these materials can become airborne (i.e. wind whipped areas).
- vii. Suitable protective safety goggles, chemical goggles, and face shields are required for workers when handling chemical, cutting, welding, grinding or using other harmful substance injurious to the face.

b) Clothing Minimum

Shorts are not permitted on Site. All clothing, including coveralls, must be in a good condition and free from holes and tears.

c) Noise/hearing Protection

Specific areas where hearing protection is mandatory will be posted throughout the Site.

Hearing protection shall be worn in areas where workers are exposed to a time weighted average noise level of 85 dBA or higher over an 8-hour Work shift.

Additional hearing protection may be required. Specialized PPE is Contractor's responsibility.

d) Clean Shaven Requirement

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Clean Shaven (within twenty-four (24) hours) is defined as:

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- Sideburns may be worn if neatly trimmed and do not pass the base of the ear and do not interfere with any respiratory protection facial seals.
- All Contractors that are required to wear a respirator (half or full faced) must have a valid fit test certificate (fit test completed within the last 12 months).
- If a Contractor is being fit tested by the Owner, the fit tester has an obligation to deny a fit test in the event of facial hair growth.

e) Flame Resistant Clothing

FRC2 clothing requirements depend on the task, and the Owner's Site contact shall set the requirements. More stringent FR clothing requirements may be implemented depending on where Contractor will be working and what tasks are being performed. 100% cotton clothing is required under FR coveralls or electrical safety clothing.