



CODE PV-PO-10002	REVISION 0	PAGES 56	EFFECTIVE DATE 2015-08-20	NEXT REVIEW DATE 2018-08-20
SCOPE: Pueblo Viejo Dominicana Corporation				

POLICIES AND SITE RULES

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REVISION HISTORY		
REVISION	DATE	DESCRIPTION OF CHANGES AND/OR MODIFICATIONS
0	8/20/2015	Creation of Policy

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1. Introduction

1.1. Scope

This Exhibit sets out the Owner's policies, procedures and standards applicable Pueblo Viejo Dominicana Corporation (the "Policies and Procedures") as such Policies and Procedures may be updated by the Owner with written notice to the Contractor and subject to the Changes provision of the Agreement.

1.2. Amendments to Defined Terms

For the purposes of these Policies and Procedures, the following terms shall have the meanings specified below:

"Contractor" or "contractor" shall mean the Contractor (as defined in Article 1.1 of the Agreement), any Works Contractor (as defined in Article 1.1. of the Agreement) or other entity performing activities on Site, provided such application is limited to the extent set forth in section 1.3 Application.

"Suppliers" shall mean Works Contractors

For the purposes of the Agreement, reference to extra "costs" of the Contractor in this Exhibit, shall be read as increased "budget" for its Services, if applicable.

1.3. Application

Contractor shall comply, and shall cause its employees, agents and Subcontractors to comply with these Policies and Procedures while at the Site, regardless of whether or not performing any Services, and shall require that all Works Contractors comply with these Policies and Procedures while at the Site, regardless of whether or not performing any Work and require that visitors to the Site comply with these Policies and Procedures.

The Contractor shall cause any Work Contracts or Subcontracts entered into after the Effective Date to require such Work Contractor or Subcontractor, as the case may be, to comply with these Policies and Procedures.

To the extent that there are multiple and/or overlapping and/or duplicative provisions between or within any of the Policies and Procedures, the most stringent provision shall govern the obligations of the Parties hereunder.

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2. Ethics

2.1 Contractor shall, and shall cause each Subcontractor and require each Works Contractor to comply with either:

- the standard of conduct set out in Part B of the Barrick Gold Corporation Code of Business Conduct and Ethics (the "Code") as published at www.barrick.com (follow the links Company/Corporate Governance/Code of Ethics) as if a reference to "Barrick" in the Code is instead a reference to Contractor; or
- an alternative corporate code of conduct which is, in all material respects, the same or substantially the same as the Code.

2.2 The failure of Contractor to comply with the requirements under this Ethics section shall be deemed substantially prejudicial or harmful to Owner and as such, a material breach of this Agreement.

3. Health and Safety

3.1. The Contractor must comply with the requirements of:

- the Owner's health and safety requirements set out in Appendix A; or
- the Contractor's Site specific health, safety and environmental plan approved for the Site.

3.2. Health and Safety Management Plan

3.2.1. The Contractor shall submit its Health & Safety Management Plan and/or HSE Manual (collectively, the "Health & Safety Management Plan") to the Owner within 45 days of the Effective Date of the Agreement.

3.2.2. The Owner shall advise the Contractor within 28 days after submission of its Health & Safety Management Plan of any amendments or additions that the Owner requires, or otherwise approve the Health & Safety Management Plan in writing.

3.3. Variation to Health & Safety Management Plan

3.3.1. If a change occurs in the law or the Owner's health and safety policy, the Owner may direct the Contractor to revise the whole or any part of the Health & Safety Management Plan to the extent necessary to accord to the change in law or Owner's health and safety policy.

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3.3.2. If the Owner directs the Contractor to revise the Health & Safety Management Plan, the Contractor shall promptly revise the Health & Safety Management Plan within 14 days and submit it to the Owner for approval. If the Contractor considers that 14 days is insufficient to properly reflect the scope of the change, Contractor shall advise and obtain agreement of Owner to extend the revision duration.

3.3.3. The Contractor must comply with the revised Health & Safety Management Plan approved by the Owner immediately from the time when the Contractor becomes aware of the Owner's approval to the revised Health & Safety Management Plan.

3.4. Non-compliance

3.4.1. If the Contractor is aware, due to any audits or inspections, of any major or significant non-compliance with any part of the Health & Safety Management Plan, the Contractor must, within 48 hours from the time the Contractor's personnel is aware of the non-compliance, or such other period provided in the Health & Safety Management Plan:

- rectify the non-compliance; and
- provide the Owner with a report containing full details of:
 - the non-compliance and any corrective action which the Contractor has taken or intends to take;
 - action which the Contractor proposes to undertake in order to prevent recurrence of the non-compliance together with details of controls which it intends to implement in order to ensure the effectiveness of any corrective action; and
 - the effects on the quality and performance of the Services and any possible effect on development rates or the time for completion of the Services or any part of the Services (as the case may be).

If the Owner detects any non-compliance with the Health & Safety Management Plan, the Owner may direct the Contractor to immediately suspend the Services that are connected or related to the non-compliance. Any Services suspended by the Owner in accordance with this clause must not be resumed until approved by the Owner.

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4. Environment

4.1 Definitions

Unless the context otherwise requires the following definitions apply to the context:

- **Environmental Management** means the preservation, protection and rehabilitation of the natural environment, including the management and containment of environmental hazards; and
- **Owner Environmental Management Plan (OEMP)** means the Owner's Environmental Management Plan for the Site.
- **Owner's Environmental Management Manual (OEMM)** means the Owner's Environmental Management Manual for the Site.
- **Contractor Environmental Management Plan (CEMP)** means the Contractor's Environmental Management Plan approved by the Owner.
- **Owner's Environmental Management Framework (OEMF)** means the "Toolkit" to be provided by the Owner to Contractor to assist with the development of the CEMP.

4.2. General

The Contractor must comply with the requirements of:

- the Owner's environmental management requirements set out in Appendix B;
- the Owner's environmental management requirements set out in the Owner's Environmental Management Framework (OEMF);
- all permits and environmental approvals, obtained by the Contractor and Owner; and
- any environmental management plan applicable to the Site.

The Contractor shall only be responsible for construction level environmental compliance, with all environmental permitting by Owner for all areas of work where Contractor will perform its activities.

4.3. Permitting

The Owner will obtain those permits, approvals and government authorizations related to the development of the Project facilities and to the Owner's operations and activities in connection with the Project. The Contractor shall support the Owner in obtaining said permits by preparing the plans, specifications and other documentation, as required by the applicable government agencies and the Project's permitting procedures. The Owner will make said procedures available to the Contractor.

4.4. Environmental Management Plans and "OEMF"

- 4.4.1. 45 days after the Effective Date of the Agreement, the Contractor must provide to the Owner an Environmental Management Plan (CEMP) to the Owner's satisfaction.

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- 4.4.2. Owner shall provide its "OEMF" to Contractor to assist it in the development of the Environmental Management Plan (CEMP).
- 4.4.3. The Owner shall advise the Contractor within 15 days after submission of the Environmental Management Plan (CEMP) of any amendments or additions that the Owner requires, or otherwise approve the CEMP via the Owner Document Control Management System.

4.5. Variations to Environmental Management Plans and Permitting

- 4.5.1. If a change occurs in the law or the Owner's environmental and permitting policy, the Owner may direct the Contractor to revise the whole or any part of any Environmental Management Plan (CEMP) or permitting requirements to the extent necessary to accord to the change in law or Owner's environmental and permitting policy.
- 4.5.2. If the Owner directs the Contractor to revise any Environmental Management Plan (CEMP), the Contractor shall promptly revise the relevant CEMP within 14 days and submit it to the Owner via the Owner Document Control Management System for approval and re-authorization.
- 4.5.3. The Contractor must again provide a brief description as to whether this plan is specific to a single work area or applicable towards multiple work areas.
- 4.5.4. The Contractor must comply with any revised Environmental Management Plan approved by the Owner immediately from the time when the Contractor becomes aware of the Owner's approval.

4.6. Non-compliance

- 4.6.1. If the Contractor is aware, due to any audits or inspections, of any non-compliance with any part of any Contractor Environmental Management Plan (CEMP) or any Owner's Environmental Management Plans (OEMP's), the Contractor must, immediately but not beyond 48 hours from the time the Contractor's personnel is aware of the non-compliance, or such other period provided in the relevant Environmental Management Plan (EMP):
 - rectify the non-compliance; and
 - provide the Owner with a report containing full details of:
 - the non-compliance and any corrective action which the Contractor has taken or intends to take;

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- action which the Contractor proposes to undertake in order to prevent recurrence of the non-compliance together with details of controls which it intends to implement in order to ensure the effectiveness of any corrective action; and
- the effects on the quality and performance of the Services and any possible effect on development rates or the time for completion of the Services or any part of the Services (as the case may be).

4.6.2. If the Owner detects any non-compliance with any Owner's Environmental Management Plans (OEMP's) or Contractor Approved Environmental Management Plan, the Owner may direct the Contractor to immediately suspend the Services that are connected or related to the non-compliance at a specific work area or at multiple work areas as identified in the CEMP.

4.6.3. Any Services suspended due to an environmental action by the Owner in accordance with this clause must not be resumed until approved by the Owner via formal notification.

4.7. Material Breach

Failure by the Contractor to comply with any Owner Environmental Management Plan (OEMP) or with the Contractor Environmental Management Plan (CEMP) which:

- results in pollution of the environment that requires notification to any regulatory authority; or
- if not corrected has a high or significant risk of resulting in an environmental incident which is detrimental to the Owner's operations, the Owner's personnel or property, or the Owner's reputation; shall be deemed prejudicial or harmful to the Owner and as such, a material breach of this Agreement.

5. Owner's Site Rules

The following describes Contractor's responsibilities and obligations of ensuring Owner's Site Rules are followed and enforced at all times.

5.1 Owner has control of Site

Contractor acknowledges that Owner at all times retains overriding control of the Site and all personnel within the Site.

5.2 Owner's Site Rule

In this Exhibit, **Owner's Site Rules** shall mean and include all rules, regulations, directives and policies of Owner which are intended to be of general application to

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personnel at the Site. Owner's Site Rules include Owner's rules, regulations, directives and policies dealing with:

- health and safety;
- environmental protection;
- fire prevention;
- security;
- alcohol and drugs; and
- Emergencies.

A Generic Form of the Owner's Site Rules is provided in Appendix C.

5.3 Amendment

Owner may at any time modify or add to Owner's Site Rules and shall notify Contractor of any amendment and any additional cost and/or impact resulting from such amendment shall be dealt with in accordance with the Change procedures of the Agreement.

5.4 Owner to provide

Owner shall provide to Contractor a copy of Owner's Site Rules and of any amendments or additions from time to time.

5.5 Contractor to ensure awareness of Owner's Site Rules

Contractor shall ensure that all of Contractor's and Subcontractors' personnel are made, and shall require Work Contractor's to make their personnel, aware of Owner's Site Rules, and of the consequences of non-compliance.

5.6 Compliance with Site Rules and directions of Owner

Contractor shall ensure that all of Contractor's and Subcontractors' personnel, and shall require Work Contractors to ensure that their personnel, strictly comply with Owner's Site Rules.

Contractor will ensure that such compliance is a condition of employment of Contractor's personnel.

5.7 Dismissal, removal or replacement

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Owner may require the removal from the Site of any of Contractor's personnel who, in the reasonable opinion of Owner:

- fails to comply with Owner's Site Rules; or
- misconduct's himself or herself; or
- is otherwise unsuitable to continue to be employed on the Services.

5.8 Dominican Republic Business Visa Requirements

Barrick in accordance to corporate guidance will comply with any government regulations, therefore all contractors and suppliers must request a business visa before making further plans of booking flights to the DR. The visa is required for the entry to the mine for Site visits and to perform the services.

Business visas are issued for travellers with business, professional or commercial purposes. They are granted for one (1) entry within 60 days of issue and may be renewed upon request within the period of validity. Business visa with multiple entries will be issued if the person needs to travel more frequently to the country. This visa is valid for one (1) year during which the beneficiary may not remain in the country more than two consecutive months.

Requirements (for all countries):

- **Visa form** filled
- One **frontal picture** size 2 x 2 with a white background
- **Original passport** valid for at least 6 months after the visa application
- **Invitation letter** from the company (send a copy of passport in order for letter to be issued)
- Legible photocopy of National Identity Document of the country of nationality and legible photocopy of the Residence Card if residing in a second country.
- **Criminal Record Certificate (Police clearance)** issued by the appropriate authorities of the country in which the person resides at the time of application. This document must be notarized, translated into Spanish and both the original and the translation Apostilled. Alternatively, once the original document is Apostilled it can be sent for translation by the Consular Section.

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- **Visa application letter** from the beneficiary or from the company or institution for which the applicant works, addressed to the Consular Section containing name, nationality, place of residence and occupation. Dominican Consulates or Embassies may add or remove requirements at their own discretion.

5.8.1 Processing Time

- Between 10 and 15 working days depending on date of travel, prior requests and staff availability.

5.8.2 Processing Fee (please note fees may vary)

- Business visa with multiple entries (one year) US\$ 125.00
- Business visa with one (1) entry (60 days) US\$115.00

All the documents have to be deposited in the nearest Dominican Consulate or Embassy of your country of residency.

6. Drug and Alcohol Policy

It is the Owner's policy to maintain and ensure a productive and safe work environment. For this reason, possession, preparation, production, distribution, consumption, or use of drugs, alcohol or other substances that affect the mind or the worker's body is not allowed.

Drug and/or alcohol tests are to be implemented by all Contractors and incorporated in the policies and Health and Safety Plans.

Drug and/or alcohol consumption is prohibited for all personnel during the workday, including rest and meal periods. The possession of drug and/or alcohol in a vehicle or in a personal vehicle on the Project Site is strictly prohibited. The use or personal possession (e.g., on the person or in a desk, toolbox, or locker) of alcohol during the workday on the Project Site is an offense that will cause the immediate removal of personnel from the Project Site.

A person will be considered under the influence when, in the judgment of the Contractor and/or the Owner:

- The person's ability to perform his or her job in any way is affected by the use of drugs or alcohol;
- The person tests positive on a drug or alcohol test administered by, or at the direction of, the employer or Owner;
- Use or presence of drugs or alcohol is otherwise indicated.

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7. Site Access Control Policy

7.1. General

The Contractor must comply, and shall cause any Subcontractors to comply, and will require all Works Contractors to comply, with the requirements of:

- All Contractors and Subcontractors will be given an access cards that will allow entry to the Pueblo Viejo Mine. This access card will be valid only during the time spent at the Pueblo Viejo Dominicana Corporation mine and must be returned to access control upon work completion at the Pueblo Viejo Mine.
- Failure to return the access card to the Pueblo Viejo Security department will result in a back charge to the Contractor.

7.2. Objectives

The objective is to define the operational and administrative behaviour, based on policies, procedures, and directives as reflected in the requirements.

7.3. Scope and Application

The rules and regulations apply to all Contractors, Subcontractors, service providers, visitors and audit authorities.

To ensure strict compliance with the agreements reached with the Dominican Republic Government, as well as the Specific Additional Procedures for Pueblo Viejo Dominicana Corporation and to provide timely and efficient service to the personnel involved in the development of the Project.

Contractor shall ensure that all personnel and material movements, whether its, Subcontractor or Work Contractors, comply with the Owner's requirements as set out in the Owner's Manual. The Contractor shall provide a procedure for its personnel to the Owner for approval.

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8. Local Procurement, Contracts & Hiring Standard

8.1. General

The Contractor must comply with the requirements of the Owner's Local Procurement, Contracts and Hiring Standards as detailed in Appendix D

8.2. Obligations

- 8.2.1. The Owner shall within 10 days of the Effective Date of the Agreement, provide to Contractor copies of its existing Local Procurement and Contracting Plans applicable to the Project, together with any other relevant programs and documentation;
- 8.2.2. The Contractor shall within 60 days of receipt of the Owner documentation referenced in the section 7.2.1, develop and submit to the Owner its Local Procurement and Contracting and Local Hiring Plan which shall include the Contractor derived targets;
- 8.2.3. The Owner shall within 60 days of receiving the plan review and discuss proposed changes to be implemented by the Contractor. The Owner shall then approve the accepted plan;
- 8.2.4. The Contractor shall report monthly the actual spend / hiring data and a commentary on all steps taken to achieve the targets set out in the plan. The report will in addition include the following information:
 - Number of employees, direct and indirect, by geographic priority region as defined in the Contractor's approved Local Hiring Plan;
 - Dollar value of local purchases as defined in the Contractor's approved Local Procurement and Local Contracting Plans;
 - Number of local suppliers purchased from as defined in the Contractor's approved Local Procurement and Local Contracting Plans.

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9. Community Relations

9.1. Compliance with Legal and Other Obligations

The Contractor shall, and shall cause each Subcontractor and require each Works Contractor to comply, as applicable, with the Owner's Community Relations standards; permit conditions; policies; obligations; and applicable laws and regulations. The Owner's Community Relations standards comprise the following documents:

- Barrick Community Relations Policy;
- Barrick Community Relations Standard;
- Barrick Social Incident Procedure;
- Pueblo Viejo Dominicana Corporation Project Social Management Plan;
- Pueblo Viejo Dominicana Corporation site level Grievance Procedure;
- Pueblo Viejo Dominicana Corporation site level Social Obligations Procedure; and
- External engagement/communications procedures.

9.2. Community Interaction

The Contractor shall coordinate all formal interactions with the community through the Owner's Community Relations team.

9.2.1. Code of Conduct

The Contractor's and its subcontractors' personnel shall follow a Code of Conduct that will be developed by the Owner and provided to the Contractor. Additionally, the Contractor shall ensure that its and its subcontractors' personnel:

- Obey all community laws and regulations;
- Treat all community members with respect, consistent with local norms of polite behavior;
- Only enter community or private property with the authorization of the Owner's Community Relations team;
- Only perform activities on community or private property specifically authorized by the Owner's Community Relations team;
- Report all community discussions, complaints or incidents to the Owner's Community Relations team; and
- Not make any commitments to, or negotiate with, landowners or communities.

9.2.2. Community Grievances

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The Contractor shall comply with the requirements of the Owner's Grievance Mechanism, documentation of which will be provided to the Contractor.

The Contractor shall appoint its Community Relations representative(s) to liaise with the Owner's Community Relations team. The Contractor's Community Relations representative(s) shall receive any community complaints or claims arising from the performance of the Contractor's Services. The Contractor's Community Relations representative(s) shall report said complaints or claims to the Owner's Community Relations team as soon as practicable, but no later than the end of the business day. The Contractor shall not try to resolve any grievances on its own, but shall instead coordinate responses to all grievances through the Owner's Community Relations team.

9.2.3. **Social Incidents**

The Contractor shall report any social incidents to the Owner's Community Relations team as soon as practicable, but no later than the end of the business day.

A social incident is defined as a significant incident or event occurring on, or in the vicinity of, the Project Site or ancillary infrastructure (roads, transmission lines, pipelines, ports, etc.) involving multiple persons in violent or non-violent behaviour targeting the Owner, Contractor or subcontractor property, activities or personnel, and has the potential to cause a negative impact to the Project.

9.2.4. **Induction Training**

The Owner will provide the Contractor induction training material related to the following:

- Barrick Community Relations Policy;
- Barrick Community Relations Standard;
- Site Grievance Mechanism;
- Site-level Social Obligations Procedure;
- Context-specific cultural awareness;
- A local Code of Conduct for offsite conduct;
- External engagement/communications procedures; and
- Information about current local CR activities/programs.

The Contractor shall ensure that all of its and its subcontractors' personnel receive the foregoing material as part of their induction process.

9.2.5. **Monitoring and Reporting**

The Contractor shall report on a monthly basis on the Owner's Social Key Performance Indicators (KPI's) and Number of social incidents;

9.2.6. **Non-Compliance**

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If the Contractor becomes aware of any non-compliance with any part of any Community Relations management plan, standard referenced herein or provision herein, the Contractor shall, within 48 hours from the time the Contractor's personnel becomes aware of the non-compliance, or such other period provided in the relevant Community Relations management plan, rectify the non-compliance and provide the Owner with a report containing the following information:

- Detailed description of the non-compliance;
- Any corrective action which the Contractor has taken or intends to take;
- Action which the Contractor proposes to undertake in order to prevent recurrence of the non-compliance together with details of controls which it intends to implement in order to ensure the effectiveness of any corrective action; and
- The effects on the quality and performance of the Services and any possible effect on development rates or the time for completion of the Services or any part of the Services (as the case may be).

If the Owner detects any non-compliance with any Community Relations management plan, standard referenced herein or provision herein, the Owner may direct the Contractor to immediately suspend the Services that are connected or related to the non-compliance. Any Services suspended by the Owner in accordance with this clause shall not be resumed until approved by the Owner.

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Appendix A – Health and Safety Requirements

1. Health and Safety Requirements

1.1. General

1.1.1. Contractor shall be responsible for the safety of the Services and its personnel on the Site. Contractor shall provide and shall ensure that its employees and its Subcontractors' employees engaged in the performance of the Services, and require Works Contractors to ensure their employees, observe at all times a safe system of work which complies with Applicable Law and adopts known and accepted safe working practices together with the requirements of this Appendix.

1.2. Effect of approvals

1.2.1. Any approvals given or permits issued pursuant to this Appendix do not relieve Contractor of its responsibility.

1.3. Additions and deletions

1.3.1. Reasonable additions and/or deletions may occur to these safety requirements where these are necessitated by Site safety issues.

1.4. Safety

1.4.1. Contractor shall, and shall cause each Subcontractor and require each Works Contractor to, as applicable, provide all necessary systems and equipment, and take all reasonable measures to protect people and property that may be affected by the Services.

1.4.2. Such obligation may include (but not limited to) the provision of barricades, guards, fencing, footpaths, warning signs, lighting, watching, traffic flagging, clothing, removal of obstructions and protection of the Services.

2. Health and Safety Management Plan

2.1. General

2.1.1. This plan will generally follow the Contractor's HSE requirements while incorporating appropriate Owner requirements. The Contractor shall supply the Owner with a comprehensive Health and Safety Management Plan, incorporating applicable Owner's Health Standards, specifically for the Site, which will be approved by the Owner; or

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2.1.2. if Owner's systems are to be adopted, a gap analysis between the Contractor's systems and Owner's systems, and an action plan and timeline detailing how Contractor shall implement Owner's systems;

2.1.3. The Health and Safety Management Plan shall comply with applicable Owner's Health and Safety Policy, Standards and Procedures.

2.1.4. The Health and Safety Management Plan shall include Contractor's goals and objectives for health and safety for the period of the Agreement, and shall be supported by:

- health and safety policy documentation;
- written work procedures and training programs;
- a plan of health and safety activities;
- Industrial Hygiene (IH) Plan that identifies IH risks, how they will be quantified (i.e. testing methodologies) with mitigation efforts; and
- other supporting documentation based on a project hazard identification and risk assessment

2.1.5. The Health and Safety Management Plan should include the following components:

- Leadership and Personal Commitment
- Health and Safety Policy Statement and Assignment of Responsibilities;
- Management and Supervisory Involvement;
- Statutory Requirements;
- Communication processes;
- Training and Competency
- Employee Selection Procedures;
- Personnel Training and Development Program
- Risk Management processes that include personal risk assessments through to high level formal risk assessments;

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- Safe Working Procedures (including Barrick's 15 critical risks) for all major critical jobs which could result in a significant incident
- Operational Controls and Procedures
- Equipment and Mechanical Inspection and Maintenance Program;
- Hazardous Substances and Dangerous Goods Management
- Occupational Health and Wellness
- Drug and Alcohol Policy;
- Fatigue Management Policy;
- Rehabilitation Policy and Program;
- Claims Management Program
- Contractor Controls
- Works Contractors and Subcontractors to provide a Safety Plan prior to mobilizing to Site. The plans need to be reviewed for relevance to their existing work scope.
- Incident Investigation
- Hazard/Incident/Injury Recording System
- Incident Reporting and Investigation System, in compliance with the Owner incident reporting and investigation standard.
- Emergency Preparedness
- Emergency Procedures;
- First Aid Medical Facilities and Procedures
- Performance Measurement and Assessment
- Safety Promotion and Awareness Program;
- Performance Measurement System;
- Inspections / Audits / Corrective Action Procedure

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Work Contractor's and Subcontractor's Health and Safety Management Plan will be evaluated at the tender stage for adequacy and then it will be reviewed on a regular basis with Owner.

The Health and Safety Management Plan, once approved by Owner, will be incorporated into and form part of the Agreement.

2.2. Information

2.2.1. In addition to the information required in clause 2.1, and as specified in the Contractor Safety Assessment Checklist in clause 25, Contractor is required to provide the following information:

- risk assessments for risks as identified by the Owner's Health & Safety Personnel.
- safe work procedures for risks identified by Owner's Health & Safety Personnel.
- The last three years history of safety performance (where available), including Lost Time Injury Frequency Rate (LTIFR), Medical Treatment Injury Frequency Rate (MDTIFR), Reportable Work Injury Frequency Rate (RWIFR); and
- example of incident and cost trend analysis; and
- Health and Safety Policy.

2.3. Compliance with laws and standards

2.3.1. Applicable Law

Contractor shall comply with Applicable Law pertaining to Owner's Site;

2.3.2. Standards

Contractor shall comply with all Standards of the Dominican Republic and United States of America (US) Standards as applicable to safe work practices for the Scope of Services. In the case of inconsistency between the two standards, the more stringent standard shall apply and be binding on the Contractor.

2.3.3. Owner's safety requirements

Contractor shall comply with Owner's safety regulations, instructions and standards as issued by authorized personnel.

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2.3.4. On-Site Supervisor

Prior to commencing Work on Site, Contractor will provide to Owner the name and relevant details of the person specifically nominated to be the 'On Site' Supervisor responsible for ensuring that the Work to be performed is carried out in strict compliance with all contractual requirements and Applicable Law.

Contractor shall not commence 'On Site' Work until Contractor has met with Owner and the "On Site" Work schedule has been agreed upon.

2.3.5. Assessment by Owner

Owner may at any time assess the Work Site to review the safe work practices and standards of Work being performed. In addition, the Owner shall have the right to perform audits and inspections whereby the Contractor shall make all resources available to perform such inspections per the timing of the Owner.

2.3.6. Prohibited items

The following items are prohibited on Owner's Site:

- Firearms.
- Intoxicating liquor or deleterious drugs or persons under the influence of liquor or deleterious drugs.
- Pets.
- Gambling and fighting.
- Unsafe vehicles.
- Private vehicles, (unless specifically approved by Owner).
- Motor cycles.
- Children under the age of 16 years.
- Cameras (unless specifically approved by Owner, Contractor's Project Director or Contractor's Site Manager).

2.3.7. Provision of employee information

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Contractor shall provide Owner with the following information with regard to its employees, agents and Subcontractor's employees to be employed on the Site one week before the due commencing date on Site.

- Full name, address and age of employee and copy of identification.
- Name of employee's two previous employers, the duties performed and the period of employment.
- Copies of the appropriate details of Medical Examinations, Driver's License, Electrical License, First Aid Certificate, Certificates of Competency to operate plant and equipment, and to act as rigger dogman or similar, relevant to the work to be performed.
- Employees Medical Records, addressed to Site Medical Facility, double enveloped with the inner envelope sealed and marked "Medical in Confidence".

2.3.8. **No start at Site until information provided**

Under no circumstances shall Contractor employ a person on Site until the above has been provided and reviewed and approval given.

2.3.9. **Inductions**

A Site and area specific Inductions including current safety systems and practices will be conducted by the Contractor, and be included in the Health and Safety Plan.

Contractor induction will be conducted by Contractor which shall include but not be limited to:

- The specific work environment;
- Work specific safety procedures;
- Health & Safety Management and Activity Plans;
- Communication processes including Safety and Health Representatives and Toolbox meeting;
- Hazard / Incident reporting procedure; and
- Emergency procedures.

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3. Reporting

3.1. All injuries to be reported

- 3.1.1. All injuries to Contractor's and its subcontractor's employees whether they involve first aid treatment or off-site medical treatment or loss of work time must be reported to the Owner's Health and Safety Manager immediately.
- 3.1.2. Contractor must provide detailed information concerning any industrial injury which could be classified as serious, in line with the Owner's Incident Reporting and Investigation Standard.
- 3.1.3. Any incident resulting in injury or near miss must be reported immediately to Owner, per the Owner's Incident Reporting and Investigation Standard. In the case of injuries that require ongoing reports to Governmental agencies, Contractor shall continue to provide up to date information as required.

3.2. Accidents and near-misses involving vehicles or equipment

- 3.2.1. Near miss incidents or vehicle/equipment damage involving Contractor or its subcontractors must be reported to Owner, per the Owner's Incident Reporting and Investigation Standard; and Contractor is to conduct a thorough Incident Investigation to the satisfaction of Owner. A copy of the completed Incident Investigation Report must be forwarded to Owner before shift change following any injury, near miss incident or vehicle/equipment damage.

4. First aid

4.1. Contractor to provide persons holding first aid certificates

- 4.1.1. Contractor and subcontractors shall provide at least two employees who shall hold a current Senior First Aid Certificate for each work group larger than 10 employees. All supervisory staff shall hold a current Senior First Aid Certificate. The objective is to have all personnel on Site with a Senior First Aid Certificate.

4.2. First aid treatment

- 4.2.1. Contractor and subcontractor's employees will ensure that any injury sustained by an employee will be assessed and if needed, treated by the Site Medical Staff as soon as possible after the injury has occurred.
- 4.2.2. Owner will maintain a Doctor on Site for the ongoing management of occupational injuries.

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4.2.3. Contractor or subcontractor shall provide a fully equipped First Aid Kit with the minimum supplies suitable for minor treatments at designated areas approved by Owner. A First Aid Treatment Book recording all treatments and dressing shall be maintained and shall be made available to Owner.

4.3. Emergency Response Team (ERT)

4.3.1. Major, long term Contractors may be required to provide personnel for ERT regular training exercises and duties as directed by the Owner. The number of personnel provided will be agreed with the Owner based on the size of Contractor's workforce.

4.4. Worker's compensation claims

4.4.1. It is Contractor and subcontractor's responsibility to process Worker's Compensation reports of injury or employee claims. The completion and lodging of these forms shall be by Contractor, subcontractors and its employees, as appropriate.

4.5. Site safety meetings

4.5.1. Contractor shall be responsible for maintaining and enhancing the safety awareness of its personnel and the subcontractor's personnel.

4.5.2. Contractor shall arrange weekly (or more frequently as required) safety meetings attended by Contractor and the subcontractors. Owner may attend these meetings and for small contractor groups may instruct that Contractors employees attend Owner's safety meeting.

4.5.3. Minutes of these meetings will be provided by Contractor to the Owner within 24 hours of the meeting.

4.6. Pre start meetings

4.6.1. Pre start meetings (or safety task assignments, STAs) shall be conducted and records kept by Contractor and subcontractors with all its employees prior to commencement of work each day to go over the day's activities and identify all potential safety hazards and discuss their control measures.

4.7. Contractor's Site Supervisor; Work area inspections

4.7.1. Site work area inspections and planned general inspections shall be carried out each day by Contractor's Site Supervisor and/or other personnel, as required. Records of inspection shall be maintained including details of action items, dates and times, and any corrective actions. All corrective actions shall

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be addressed immediately. Copies of records shall be made available to Owner on request.

4.8. Personal protective equipment

4.8.1. Contractor shall provide to all Contractor's personnel all necessary safety clothing and equipment required by the Health and Safety regulations of Owner or any other relevant authority to be worn or used.

4.8.2. Personnel shall be trained by their employer in the correct use and cleaning of PPE, particularly in relation to respiratory and hearing protection equipment.

4.8.3. Contractor shall obtain a signed declaration from each employee and subcontractor engaged, that whilst working on the Site, they will wear, as a condition of their employment, the following personal protective equipment:

- Safety helmet manufactured in accordance with U.S. Department of Labor (USDOL) Occupational Safety and Health Association (OSHA) Standard CFR 29 (including but not limited to codes 1926 and 1910);
- Appropriate footwear suitable for the nature of the work being carried out, complying to USDOL (OSHA) Standard CFR 29 (including but not limited to codes 1926 and 1910);
- Safety spectacles manufactured and used in accordance with USDOL (OSHA) Standard CFR 29 (including but not limited to codes 1926 and 1910). Alternative and appropriate safety eye and face protection shall be worn when;
 - Welding, cutting, burning or chipping.
 - Operating a grinder, drill, metal cutter, masonry saw; *or*
 - Operating explosive power tools.
 - Striking metal against metal.
 - Operating compressed air activated tools or hose lines.
- Safety harness and belts manufactured in accordance with the design specification, or, as required by USDOL (OSHA) Standards where appropriate;

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- Appropriate clothing, long-sleeved and collared shirt with long trousers, or overalls. Clothing must have approved reflective strips permanently attached. Loose and torn clothing is not permitted;
- Industrial hearing protection devices, manufactured in accordance with USDOL (OSHA) Standard CFR 29 (including but not limited to codes 1926 and 1910), particularly in areas where noise levels exceed 85 decibels or where noise is irritating or causes discomfort;
- Suitable gloves, which is task specific per the hazard identified, produced in accordance with USDOL (OSHA) Standard CFR 29 (including but not limited to codes 1926 and 1910);
- Dust masks and respirators, in compliance with Owner's standard but not less than as required in accordance with USDOL (OSHA) Standard CFR 29 (including but not limited to codes 1926 and 1910);
- Other appropriate personal safety equipment must be worn where sign posted or in an area as may be required by Owner or Contractor.

4.9. Noise regulations

- 4.9.1. Owner delegates the duty to Contractor to provide to Contractor's or its subcontractor's employees a method of noise reduction consistent with the OSHA Standards.

4.10. Hazardous Chemicals Register

4.10.1. Owner's Approval

Contractor is to obtain approval from Owner prior to bringing chemicals on Site.

4.10.2. Register

Contractor is to maintain a hazardous chemicals register. The register is to contain a list of all chemicals, fuels, oils, gases, reagents, cleaning and other domestic fluids and other chemicals kept on Site. The register will also list the usual quantity of each product on Site.

Contractor is to ensure that Owner is provided with all information entered into the Register.

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4.11. Material Safety Data Sheets

4.11.1. Register

Contractor must maintain a register of all material safety data sheets (MSDS) for materials and chemicals used on Site. The MSDS sheets are to be made available at all work sites where any materials or chemicals are used.

4.11.2. Induction and Training Programs

The use of MSDS is to be incorporated into all induction and training programs where applicable.

4.12. Safety audits

4.12.1. By Owner

Owner will conduct a pre-start health and safety audit on Contractor and follow up with additional audits at a frequency to be determined by the Owner.

4.12.2. By Contractor

Contractor shall conduct regular health and safety audits of established systems and work methods. Copies of Contractor's health and safety audits shall be forwarded to Owner on request.

4.13. Fire and other emergencies

4.13.1. Emergencies

An emergency may be caused by, but not limited to:

- A fire or explosion;
- An equipment failure;
- An escape of toxic or combustible materials;
- An electrical power failure;
- Industrial sabotage, bomb threat, earthquake, cyclone or similar occurrence; or
- Subsidence or fall of ground;

4.13.2. Reporting

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It shall be Contractor's responsibility to instruct Contractor's and its subcontractor's employees to immediately report any emergency or any situation likely to give rise to any emergency to Contractor.

4.14. Emergency Procedures

- 4.14.1. Owner will provide emergency procedures for the Project. Contractor must follow these procedures and ensure that each of its employees, including subcontractors, is familiar with what is required in the case of an emergency.
- 4.14.2. From time to time Owner will conduct emergency evacuations. Contractor is expected to be involved in these evacuations. Any down time caused by evacuations is not considered a delay for which a claim can be made.
- 4.14.3. In the event of any emergency, Contractor's personnel should comply with Owner Site Emergency Plan and Procedures:

4.15. Emergency Access

- 4.15.1. Contractor shall ensure that lanes or roadways suitable to allow the first aid vehicle to travel to any area of the Site are provided. Such lanes or roadways shall be kept clear of all but mobile equipment at all times.

Vehicles not in use shall be parked only in designated areas. Vehicles or materials shall not be permitted to block existing walkways or exits from buildings.

4.16. Fire Prevention

- 4.16.1. Contractor shall be responsible for fire protection in its work and operational areas, including offices, tool rooms, and storage areas 24 hours per day, seven days per week through the duration of the Agreement.
- 4.16.2. Contractor shall provide adequate approved firefighting equipment and shall train its employees in the usage of such equipment. All firefighting equipment provided by Contractor shall be properly prepared for use before being brought to the Site and shall be maintained in proper working condition at all times.
- 4.16.3. Contractor will maintain all machinery in good working order. This will include (but not limited to):
 - replacement of abraded cables or pipes;

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- keeping sump trays clean and free from oil build up;
- remove rags and other combustible material from engine bays;
- ensuring that fuel and oil tanks are properly sealed; and
- ensure operators are properly instructed how to operate equipment and how to deal with vehicle fires.

4.17. Work areas

4.17.1. Safe Access

Contractor shall at all times provide safe means of access to all places at which its employees, agents or subcontractors have occasion to carry on the Services.

4.17.2. Unsafe Work Areas

Contractor shall not at any time leave any Work or partly completed Work in an unsafe condition or in a condition which might cause damage to other existing work, plant, machinery or equipment but shall continue that Work, providing it is safe to do so, until it is at a safe stage or shall comply with (but without relieving Contractor from full responsibility therefore) all reasonable directions and instructions of Owner in that regard.

4.17.3. Tidiness

Contractor shall be responsible for maintaining a clean and tidy work site for the duration of the Work.

4.17.4. Operating rules and procedures

Where required, Contractor shall develop operating rules and procedures and provide training for their employees including but not limited to the following:

- Use of Signs, Signals, Barricades and Lights
- Working at Heights
- Working in confined spaces and trenches
- Hazardous Materials, Tools and Equipment
- Manual Handling

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- Electrical Power Supplies for Equipment and Facilities
- Excavations
- Tools and Procedures
- Hand and Power Tools
- Welding, cutting and grinding
- Mobile Equipment (including earthmoving equipment, cranes and classified machinery)
- Energy Isolation and use of Danger Tags and Safety Locks
- Respiratory Equipment
- Vehicles and Driving

4.17.5. Site vehicles

Owner shall establish a system of authorization for onsite vehicles.

Drivers of motor vehicles shall be instructed to exercise judgment as well as observe posted speed limits.

If required, Contractors means of ingress and egress routes shall be adequately marked as such and its employees are only to travel these routes.

5. Security

5.1. Authorization

Contractor shall comply with Owner's system of authorization of Site personnel.

5.2. Access to site for Contractor's Personnel

Contractors shall provide crib room facilities for their employees to use while on Site unless other arrangements are in place. Contractor's personnel shall only enter areas for which they have been inducted and must not enter any other work area on the Site.

5.3. Security within Contractor's work areas

Contractor shall be responsible for all aspects of security within its own work areas.

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5.4. Compliance with Owner's security rules

Contractor and its employees shall comply with the rules and regulations laid down from time to time affecting security, entry, exit, and traffic control in relation to the Site.

5.5. Storage of equipment

All facilities or equipment left overnight on the Site shall be stored or parked in areas designated or approved by Owner.

5.6. No interference with other people's property

Contractor must ensure that its employees and subcontractor's employees do not use or interfere with any other vehicle, plant or equipment without proper authority.

Any occasion of theft, equipment being tampered with or damaged shall be reported immediately to Owner and Contractor.

5.7. Register of personnel

Contractor will be required to maintain an up to date register of all personnel on the Site each day.

5.8. Random searches

Contractor's and its subcontractor's vehicles, equipment and personnel may be subject to random searches by Owner.

5.9. Pre-Access Medicals

Contractor's and its subcontractor's personnel, shall have pre-access medicals performed per the Owner's standards prior to mobilizing on site.

5.10. Contractor safety assessment checklist

Owner's representative and Owner's contracts administrator will review this checklist prior to the execution of any Subcontract and Works Contract.

This checklist may also be given to Contractor for a self-assessment guide and as a document request.

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Contractor Name: _____	Contact Person: _____
Address: _____	
Phone: _____	Fax: _____
E-mail: _____	

Safety Performance: data showing a positive trend has been provided and Contractor has an effective means of analysing trends and keeping management informed.		
Has Contractor or subcontractor provided documented history of their previous three (3) years work injury record that demonstrates continuous improvement?		
Has Contractor provided examples of how they analyse incidents and resulting incident cost trends and keep management informed of their safety performance?		
Has Contractor's management "championed" the process and remained fully engaged?		
Safety Plan: Produced specifically for the job, outlining how the safety aspects of the particular job will be managed.		
Has Contractor or subcontractor provided a copy of their environment, health, and safety management plan?		
Has Contractor submitted work procedures for issues identified as risks by Owner representative?		
Has the plan been reviewed and accepted by (Owner) site safety staff?		
Safety Policy: Clear statement indicating responsibilities signed and dated by the Chief Executive.		
Has Contractor or subcontractor provided a copy of safety policies and responsibilities that has been signed by their senior executive?		
Has the policy been reviewed by (Owner) site safety staff?		
Safety Manual/Procedures: Clear procedures and systems, updated at least annually.		
Has Contractor or subcontractor provided copies of their work permits and standards? Do they match with the hazards identified in by the Owner representative?		
Has Contractor provided procedures for storing and handling hazardous		

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substances?		
Has Contractor provided documentation that the information has been given to all employees?		
Safety Professionals: An outline of how the safety advisors are involved.		
Does Contractor or subcontractor have a designated safety contact for the contract?		
If the contract involves more than 50 employees or high risk does Contractor have a designated full-time safety person?		
Has Contractor provided a written document outlining the safety contact's duties and responsibilities sufficient for the scope of work? It must be the Supervisor's responsibility to ensure the safety of his crew.		
Training: Supervisor and employee training plans and documentation.		
Have Contractor or subcontractor employees received induction and standard work procedures training? Documentation must be provided to show who has attended.		
Has Contractor or subcontractor provided safety leadership training to supervisors?		
Is there documentation showing all employees have been trained in first aid?		
Have all employees been trained in Field Level Risk Assessment? Writing or using JSA or JHA's?		
Has Contractor provided documentation showing all other specific training employees have received appropriate to the work being performed?		
Audit System: Formal method of checking up on adherence to standards, housekeeping, etc.		
Does Contractor or subcontractor conduct formal safety inspections?		
Do Contractor's management / supervisors lead the inspections and make themselves accountable for correcting deficiencies arising from the audit?		
Has Contractor supplied a copy of a standard workplace inspection checklist?		
Does Contractor have a method for evaluating daily worksite conditions (such as 5-point, Field Level Risk assessment, safety contact sheet, stop cards, etc.) Are examples provided?		
Does Contractor or subcontractor conduct formal audits of the safety		

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program with team members from other facilities and departments no less than annually?		
Has an example of the audit p been provided?		
Health Surveillance: Pre-placement health evaluations take place and routine health surveillance were indicated, (e.g. Medicals for drivers, medical pre-screening for altitude, dust and noise surveys, etc.).		
Has Contractor or subcontractor provided a copy of a written health surveillance program?		
Does Contractor maintain health records for employees after their termination?		
Does Contractor have access to an industrial hygienist?		
Incident Management and Investigation: All incidents are reported according to a company procedure and there is line responsibility for investigation and follow-up.		
Has Contractor or subcontractor provided a documented procedure for reporting, investigating, and following up on all incidents including medical, property damage, loss to process, environmental incidents, near miss incidents?		
Does Contractor converting these incidents and/or near misses into its ongoing safety awareness and training meetings?		
Has Contractor provided a copy of an incident report form?		
Risk Management: Appropriate techniques are used to assess risk and implement any changes needed (i.e. Job Safety analysis, HAZOP, Field Level Risk Assessment and Formal Risk Assessment).		
Has Contractor or subcontractor provided a documented formal risk assessment process and procedure that includes all levels of risk assessment?		
Does Contractor have a Field Level Risk Assessment process that is used by all employees?		
Is there a process or procedure for employees to report safety issues, including follow-up and closure?		
Has Contractor provided documented risk assessments addressing at a minimum the hazards identified by the Owner Representative for the specific contract?		
Rosters: Works schedules in place that minimize fatigue.		
Do work schedules provide sufficient rest periods between night and day rotations? (Min 24 hours)		
Do work schedules adequately ensure that fatigue inducing rosters are not		

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introduced e.g. 2 on 1 off roster?		
Does Contractor provide adequate housing, food, and support for remote site locations to facilitate maximum rest?		
Fitness for Work: policies and procedures in place to ensure employees are not impaired by drugs, alcohol, poor health or fatigue.		
Has Contractor provided a copy of a drug and alcohol policy that matches or exceeds the Site policy?		
Are there defined steps for supervisors to take if an employee is suspected of not being fit for duty, with consequences?		
Has Contractor provided written procedures for adherence?		
Is screening for drugs a part of the initial medical screen for work?		
Does Contractor have a fitness for work policy that includes fatigue and health issues?		

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SAMPLE SIMPLIFIED PRE-QUALIFICATION SUMMARY

Safety and Health Performance	Acceptable	Needs Improvement
Safety Performance	<input type="checkbox"/>	<input type="checkbox"/>
Comments:		
Environmental, Health and Safety Program	Acceptable	Needs Improvement
Safety Plan	<input type="checkbox"/>	<input type="checkbox"/>
Safety Policy	<input type="checkbox"/>	<input type="checkbox"/>
Safety Manual/Procedures	<input type="checkbox"/>	<input type="checkbox"/>
Safety Advice	<input type="checkbox"/>	<input type="checkbox"/>
Training	<input type="checkbox"/>	<input type="checkbox"/>
Audit System	<input type="checkbox"/>	<input type="checkbox"/>
Health Surveillance	<input type="checkbox"/>	<input type="checkbox"/>
Incident Management and Investigation	<input type="checkbox"/>	<input type="checkbox"/>
Risk Management	<input type="checkbox"/>	<input type="checkbox"/>
Rosters	<input type="checkbox"/>	<input type="checkbox"/>
Fitness for Work	<input type="checkbox"/>	<input type="checkbox"/>
Emergency Procedures	<input type="checkbox"/>	<input type="checkbox"/>
	Yes	No
Feedback provided to contractor:	<input type="checkbox"/>	<input type="checkbox"/>
Date: _____	Comments: _____	
Reviewed by:	Date:	
Reviewed by Site Safety Professional	Date:	
Reviewed by:	Date:	
Reviewed by:	Date:	

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Appendix B – Environmental Management

1. Environmental Management Plans

1.1. General

The Contractor shall supply the Owner with a comprehensive Environmental Management Plan (CEMP) in digital form (including all appendices).

1.2. Environmental Management Plan (CEMP)

The Environmental Management Plan shall include:

- a policy statement addressing the objective of the Environmental Management Plan for the Services that Contractor is to perform;
- allocation of responsibilities and authorities for implementing and operating the Environmental Management Plan (CEMP);
- all standards and guidelines applicable to the Services;
- any training and education required by the Owner's or the Contractor's personnel performing or associated with the Services;
- risk assessments of all activities involved in performing the Services, prepared in accordance with the Owner Standard on Risk Assessment or a national or international standard approved by the Owner;
- operating procedures to reduce the assessed risk for regular and high risk activities which may be caused by, or arise from, the Services, as identified by the risk assessments;
- the Contractor's Environmental Management goals and targets as Key Performance Indicators (KPI's);
- performance indicators to be used by the Contractor to assess its Environmental Management goals and targets, including incident indicators and positive performance indicators such as recycling, reduction and re-use of waste and waste related by- products;
- plans and details of regular internal and external auditing of compliance with the requirements of the Environmental Management Plan;

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- plans and details of routine monitoring and results management of analytical data from third party (external analytical facilities) of environmental media;
- plans for reporting and rectifying any non-compliance with the Agreement;
- details of a document management system to record and track all documents and correspondence between the Owner and the Contractor that is compatible with the Owner's Document Control Management Plan; and
- plans to provide the Owner with records which provide objective evidence that the requirements of clause 4.2.1 have been satisfied.

The Environmental Management Plan (CEMP) must be discussed in the Contractor's personnel's induction and displayed in a prominent place.

In consultation with the Owner, the Contractor must review the Environmental Management Plan at least once every 6 months.

1.3. Owner Environmental Management Framework (OEMF)

The Owner will provide the Contractor with Owner Environmental Management Plan(s) via the OEMF or by another means in accordance with the Agreement and any other site-specific environmental objectives, targets and plans of the Owner that may impact upon the activities of the Contractor in performing the Services.

The Contractor shall ensure the Environmental Management Plan complies with the Owner Environmental Management Framework (OEMF) and any other site-specific environmental objectives, targets and plans of the Owner of which the Contractor has been informed or accessed in the "Owner's Environmental Management Framework "OEMF".

2. Operational Controls and Maintenance

2.1. General

The Owner operates under a series of Site Rules and the Owner's environmental standards which outline the management of risks associated with environmental hazards. The Contractor is to abide by these Site Rules and the Owner's environmental standards advised to the Contractor, with particular attention drawn to the following specific requirements below.

2.2. Hazardous Materials

The Contractor shall ensure that all hydrocarbons, chemicals or other environmentally hazardous materials or contaminated wastes are:

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- stored safely to prevent spillage or contamination;
- stored and dispensed in locations with appropriate secondary containment to prevent spillage or contamination to the surrounding environment;
- labeled, segregated and any manufacturer's material safety data sheets are up-to-date and immediately available to both the Owner's and Contractor's personnel.
- Any soil, fill or other material contaminated by fuel, oil, chemicals or other environmentally hazardous materials or contaminated wastes shall, on the instruction of Owner, be removed from Site and properly disposed of in accordance to Owner's standards and subject to the terms of the Agreement.
- The Contractor must use all reasonable endeavors to keep the quantity of hazardous materials stored on Site at the lowest practicable levels, unless frequent handling poses a greater risk than the additional volume stored.
- The Contractor shall review the "OEMF" and use relevant field forms or guidance available to improve performance of Hazardous Materials Management during the performance of the Services.

2.3. Water

The Contractor shall consult with, and receive written approval from, the Owner prior to altering or constructing any drainage features, whether they are natural or artificial.

The Contractor shall not dispose of any water without the written approval of the Owner.

The Contractor shall review the "OEMF" and use relevant field forms or guidance available to improve performance of water management during the performance of the Services.

Contractor shall not take surface or surrounding water for use in its activities without written approval of Owner.

2.4. Air

The Contractor shall ensure that all equipment and actions of its personnel minimise dust or particulate emissions, and that any dust or particulate emissions comply with the Site's Owner Environmental Management Plan (OEMP).

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The Contractor shall ensure that dust generated or caused by operating equipment is at all times directed away from and does not cross or come into proximity with, any public facility or access, the public at large, or any operational personnel. The Owner may direct the Contractor to immediately limit or cease its performance of the Services in any area which it believes is responsible for the generation of excess dust and the Contractor shall comply with any such direction without charge to Owner.

The Contractor shall not burn, or allow to be burnt, any materials on Site without the written approval of the Owner digitally transmitted to the Contractor by an Owners representative.

The Contractor shall not install or operate any stack, chimney or other source of emissions without consultation with, and written approval of, the Owner.

The Contractor shall not introduce to the Site any ozone depleting substances, including chlorofluoro compounds, bromofluoro compounds or any other Halomethane species in addition to Poly Chlorinated Biphenyl's (PCB's) and asbestos products of any kind.

The Contractor must focus additional attention with the PEMP and CEMP approval process to fully recognize and completely address management of fugitive dust from its activities.

2.5. Flora and Fauna

The Contractor shall not knowingly interfere with, damage or remove flora and fauna without the written approval of the Owner.

2.6. Land Management

Before undertaking any ground disturbing activity, the Contractor shall receive approval in writing from the Owner in accordance with the Owner's Site Rules. Ground disturbing activity includes, but is not limited to:

- the removal or damage to vegetation;
- the removal or damage to any archaeological or heritage site
- the excavation of materials; or
- the construction of any track or road.

The Contractor shall not excavate any material for the purposes of a road, building or other civil works except as approved by the Owner via an "Area Release Procedure" (See "OEMF").

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The Contractor shall wherever possible use existing roadways and tracks. The Contractor shall repair any damage caused to roadways and tracks.

The Contractor must not enter, clear, dispose of waste, or carry out any other works in areas not specified in the Contract without the written approval of the Owner.

All equipment entering the site, or travelling between areas designated by the Owner, must be free from soil, vegetation matter, leakages or other environmental hazards as nominated by the Owner.

Equipment may only be cleaned in areas designated by the Owner. The Contractor must seek and receive in writing from the Owner a list of designated areas and locations at which equipment may be cleaned.

Contractor shall require Works Contractors, within 14 days after the date of Mechanical Completion or POT completion, as the case may be, to, as applicable to the Works Contract, remove all of the Works Contractor's facilities and shall remove all rubbish accumulated during the performance of the Services, and shall leave the Site in a clean and tidy condition.

The Contractor prior to initiating 5.6.7 shall announce to the Owner its intent to obtain a final release and inspection for any laydown or work area prior to commencement of any re-grading, remedial or departure related action at that location.

The Owner reserves the right to inspect the laydown and release the laydown area based on the outcome of an inspection process focused on environmental conditions observed at the time of the inspection (See "OEMF")

2.7. Waste Management

The Contractor shall store and handle solid and liquid wastes in a manner so as to prevent pollution and windblown litter.

The Contractor and its personnel shall maintain a high level of housekeeping and tidiness of its work areas to the satisfaction of the Owner.

The Contractor must move solid and liquid wastes on a daily basis to a location nominated in writing by the Owner.

The Owner may require the Contractor's personnel to:

- actively participate in any recycling programme; or
- use reasonable endeavours to minimise the generation of wastes.

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- The Contractor shall visit the "OEMF" to obtain relevant waste management forms and guides which may improve waste management performance during the performance of the Services.

2.8. Efficiency

Where directed by the Owner, the Contractor shall maintain, and provide to the Owner, records of all hydrocarbons brought onto Site, their consumption, and disposal to enable the preparation of a Site hydrocarbon balance.

Where directed by the Owner, the Contractor shall maintain, and provide to the Owner, records of all pollutants emitted on Site as required by Applicable Law. The Contractor shall also report via the Owner's annual environmental report.

2.9. Compliance

The Owner may require the Contractor to perform maintenance and remedial works from time to time or to cease operations to ensure compliance with this section.

2.10. Environmental Condition

The Contractor must photographically document the physical environmental condition of any areas on Site that may be affected by the Services both prior to mobilisation and prior to demobilisation, to ensure that the Contractor leaves the Contractor's work areas, as far as reasonably practicable, in the same condition as at the commencement of the Services.

The "Environmental Condition" can be satisfied by application of the Area Release Program (ARP) the Owner will effect during the execution of the Project.

3. Risk Assessment

3.1. General

The Contractor must:

- implement an environmental risk assessment system acceptable to the Owner for the Site regarding the Services;
- conduct environmental Site risk assessments for the Services in accordance with the approved risk assessment system; and
- mitigate or reduce any environmental risks relating to the Services specified by the Owner in accordance with the Owner's Site Rules.

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Appendix C – Generic Site Rules

1. Purpose

1.1. The purpose of this document is to state the Generic Site Rules that must be complied with by all personnel when working at the Project Site.

1.2. The objective of the document is to:

- ensure the safety and health of everyone on Site;
- prevent loss to property;
- prevent harm to the environment; and
- maintain compliance with all laws and regulations;

1.3. This document:

- defines basic requirements for EHS performance;
- establishes a framework for EHS performance;
- defines the application of more specific and detailed safety management systems at various levels;
- facilitates a consistent approach of EHS management for parties performing Work at the Site;
- defines the behaviors that Owner values in its employees, Contractors and Subcontractors to support safety systems and to reach safety goals.

2. Scope

These Generic Site Rules apply to all personnel who either work on or visit (whether an employee, Contractor or Subcontractor) the Site.

Owner will have additional and more detailed rules in effect at the Site specific to the unique environment of the Site and the Site's permits and licenses.

This document only intends to address the basic EHS requirements and set a common standard across all parties performing Work at the Site.

A person intending on working at, or visiting, the Site shall receive a copy of the specific Site rules at their general site induction.

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Visitors are not permitted to conduct physical work activities while on Site (visitors may perform administration or office type duties).

Visitors are required to:

- Complete "Authority to Enter Site" form.
- Sign in and out of the "Visitors Log Book";
- Complete an appropriate visitor's induction;
- Have and remain with an approved escort at all times, except when in the administration building or within the boundaries of the construction camp;
- Depending on the visitors activities while at Site, complete any department specific induction or other such induction as may be required by Owner.

A visitors list will be posted each day at the security gate for persons authorized to visit the Site. No one will be admitted to the Site without prior approval by Owner unless they have a current photo ID card issued by Owner for work on the Site.

Children under 16 years of age are not allowed on Site

A visitors' bus or van will be used to allow permitted visitors access to the Site for meetings and pre-bid tours of the Site. No rental vehicles or contractor vehicles that have not been specifically insured for the Site will be permitted.

2.1. Operation of Vehicles and Equipment

No one will be permitted to operate a vehicle or equipment on Site until they have been tested and approved by the Owner. Vehicle operators will be required to have a current operator's license in their country of origin, as well as a Owner vehicle operators' license issued by Owner. Equipment operators will not be required to have a vehicle operator's license, but they will be tested by the Owner and will be issued the appropriate equipment operator's license for their work if they pass the safety test.

No private vehicles will be allowed on Site. Only authorized vehicles with the required commercial insurance will be allowed inside the security gate. All Project vehicles must be approved by Owner, and must have a current Site pass displayed on their windshield.

The vehicle and equipment speed limit on Site will be limited to a maximum of 40 kph unless otherwise posted.

Motor cycles are not allowed on Site.

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The use of safety belts is required at all times while the vehicle is operating on Site. The number of passengers allowed in a vehicle will be restricted to the number of seat belts installed in the vehicle, except during emergency evacuation procedures or related alerts.

All vehicle operators are required to observe the national speed limits while operating any vehicle on public roads and highways. Owner will support local police in controlling all vehicle speed to and from the Site, and any violation of the posted national speed limits will be considered by the Owner to be a violation of Project rules,

Any vehicle operator caught driving over the posted speed limit on Site or on national roads, or in violation of any other vehicle regulation will immediately be required to attend a defensive driving course on Site.

Should any licensed vehicle operator have their driving privileges suspended by the national police, then their Site driving privilege will also be revoked for the same period.

Any vehicle observed releasing excessive particulate matter as emissions may be stopped and questioned as to ownership and contract assignment.

Vehicles deemed to have excessive emissions will be requested via formal notice to the Contractor to be removed from service on the Project until the emissions are reduced to the satisfaction of the Owners team.

2.2. Personnel Identification and Access to Site

Access to the Site will be controlled by Site identification cards that will be issued to persons who successfully pass the required Site induction program. Each person having a Site identification card is required to have their card on their person at all times in order to be allowed access to the Site or the various restricted areas on the Site, including the dining hall and camp.

Anyone found to be in possession of a false or counterfeit Site identification card will be dismissed from the Project and will not be allowed to be rehired.

No person will be allowed to have more than one Site issued identification cards in their possession at any time. Anyone attempting to falsely enter another person into the Site control and security system for any reason will be dismissed from the Project.

All personnel who attend an environmental induction will be given a reflective sticker valid for the period of the induction program. The reflective sticker will support the Owner's environmental message for the Project and must be placed onto the right side of the workers hard hat.

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Workers found to not have a current environmental induction sticker will be documented and assigned to the next available environmental induction slot at which point the worker will be given a new sticker for placement on to the right side of the hard hat.

2.3. Soliciting and Substance Abuse Regulations

Alcohol and illegal substances are not allowed on the Site or in the construction camp. The Owner security team may search all vehicles prior to allowing them to enter the Site gate, including buses and contractor vehicles. Tool boxes, material containers and personal baggage may also be searched for compliance to this substance abuse regulation. Anyone refusing to comply with the search of these items will not be allowed entry into the Site.

Anyone found to be in possession of alcohol or illegal substances will be dismissed from the Project and will not be allowed to enter the Site for any reason in the future.

The Owner security team will administer random alcohol breathalyzer tests to Site personnel at the direction of Owner. These tests will be focused on the main gate for persons entering the Site, and the general camp facilities. Specific testing of individuals on Site will only be performed when a complaint has been received by Owner. The equipment and methodology of alcohol testing will conform to national legal standards. Persons failing the breathalyzer test will be immediately retested. Two sequential failures will result in that person being immediately removed from Site and future access to the Site will be denied for a period of one year.

The construction camp is established for the sole benefit of construction and operation of the Project. No soliciting of any nature will be allowed, and anyone found to be soliciting for the sale of any items of material, any services, or any private or commercial service not legally contracted by Owner, will be dismissed from the Project.

The camp buildings, dormitories, grounds, and all work areas will be searched regularly by Owner security to ensure that no banned substances or alcohol is stored.

All illegal substances and alcohol found on the Site or the construction camp will be confiscated by Owner.

2.4. Possession of Firearms or Weapons

Only the professional security services of Owner, its associated partners, and the national government will be allowed to have firearms or other weapons on Site. All other private firearms are banned from Site, and anyone found to be in possession of such items will be dismissed from the Project.

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Knives, machetes, or hand held weapons of any kind, including martial arts weapons are not allowed on Site. All machetes, knives, pry bars, or hammers of any sort required for the Work will be issued by the contractors and will be strictly maintained in their appropriate tool boxes when not being utilized in the Work. Such tools are not allowed in the camp, and they will be confiscated when found outside the work areas.

2.5. General Regulations

No pets of any kind are allowed on Site. Dogs or domestic animals found on Site will be removed to their rightful owners or given to the local police.

Cameras are not allowed on Site unless permission is given by Owner.

Theft of personal or contractor materials will not be tolerated. Anyone found in possession of stolen materials will be detained by the Owner until they are removed from the Site for questioning by the local police. Where required for enforcement of the public laws, Owner may file formal charges with the police to indict and prosecute criminal behaviour.

Fighting is not allowed on Site or in the construction camp. Any person caught fighting or disturbing the peace and tranquillity of the camp and Work Site will be dismissed from the Project.

Control of noise in the camp is required from all workers. Loud music, radio or TV programs, or loud noise of any kind that disturbs neighbouring workers will not be allowed. In the interest of safety, rest and relaxation is promoted in the camp.

Games and recreation will be provided to camp occupants. Participation in these activities is recommended in a friendly and community environment.

Site program regulations and guidelines for safety, security, environmental responsibility, and community responsibility have been established for the welfare of all persons on Site. These regulations and guidelines are presented to all persons entering the Site in the general Site induction program. Everyone is required to abide by these rules as a requirement of working on Site. Any violation of safety, security, environmental, and community responsibility regulations and guidelines will result in a written reprimand. Repeated violations by any persons of the rules of the Site will result in dismissal of those persons from the Project in order to protect all individuals.

2.6. Personnel Entry Requirements

The requirements below are the minimum requirements for entry by personnel into the Site.

Owner reserves the right at any time to refuse entry or require removal of any personnel from the Site.

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Before entering the Site, Owner employees must have undertaken all pre-employment checks including:

- medical examinations;
- police clearance; and

Before performing any work at Site, the employee must undertake:

- a general Site induction
- a departmental induction
- a environmental, health, social, safety and security Induction.

2.6.1. Contractor Employees

All Contractor employees are required to complete all of the following before performing any work at the Site:

- contact their employer for necessary paperwork for authorization to enter Site;
- pre-employment medical – Medical examination by a medical practitioner;
- “Air/Travel Accommodation Request” form – forward to their employer;
- a general Site induction – drivers license or photo identification required;
- a departmental specific induction; and
- a safety and security Induction.

Any Contractor employee who has been off Site for more than 6 months will be required to re-comply with the urine drug screen and provide a copy of the pre employment medical that is no more than 12 months old.

2.6.2. Delivery Drivers and their Escorts

Before attending at Site, delivery drivers should confirm with the Site the intended time of delivery and what goods will be delivered. The driver should ensure it delivers the goods within the delivery times provided by the Site.

Delivery drivers and their escorts are required to:

- sign in and out in the “Visitors Log Book”;

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- produce a valid Driver's License for the type and class of vehicle and Dangerous Goods License (if applicable);
- complete a general Site induction if not previously completed or completed more than 1 year ago;
- perform a mechanical inspection for road worthiness with a Site representative (and undertake any rectifications required before proceeding further);
- have and remain with an approved escort at all times; and
- if delivering after regular business hours, the delivery driver must know the contact details of the person authorizing the delivery.

2.6.3. Visitors (including Owner employee visitors)

Visitors are not permitted to conduct physical work activities while on Site (visitors may perform administration or office type duties).

Visitors are required to:

- complete "Authority to Enter Site" form and "Air/Travel Accommodation Request" form;
- sign in and out of the "Visitors Log Book";
- complete an appropriate visitor's induction;
- have and remain with an approved escort at all times, except when in the administration building or the boundaries of the construction camp ; and
- depending on the visitors activities while at Site, complete any department specific induction or other such induction as may be required by Owner.

3. Equipment Entry Requirements

The requirements below are the minimum requirements for entry for equipment into the Site.

Owner reserves the right at any time to refuse entry or require removal of any equipment from Site.

3.1. Mobile Equipment Entry Requirements

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All owners or drivers of vehicles (other than delivery vehicles which have an appropriate escort) must before entering Site ensure that:

- the driver holds a current driver's license;
- the vehicle's road worthiness complies with the relevant Road Traffic legislation;
- the vehicle has an operating flashing beacon (rotating beacon, not strobe type) which is able to be seen from all directions;
- the vehicle has an operational multi-channel UHF radio installed;
- the vehicle has a fire extinguisher and first aid kit; and
- all vehicles used for earth moving or related activities must be fitted with ROPS (Roll Over Protection System) if they are to enter a pit perimeter, or travel on elevated man-made structures.

Upon entering Site, the vehicle must:

- undergo a mechanical inspection by a Site representative; and
- be tuned to the relevant UHF radio channel

Each owner or supplier of a:

- Drill Rig (and support vehicles);
- Mobile Crane with a safe working load less than 10 tonnes; or
- Fork Lift,

Must provide current satisfactory evidence that the plant is constructed, tested and maintained in accordance with USDOL (OSHA) Standards prior to Site entry.

3.2. Stationary Equipment Entry

3.2.1. All owners or operators of stationary plant entering Site must ensure that:

- a hazard assessment and risk analysis are submitted to Owner; and
- a mechanical inspection by Owner is conducted at the Site workshop.

3.2.2. Electrical Equipment Entry

All electrical equipment must be checked and verified by an authorized electrician and entered into the Electrical Equipment Register.

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3.2.3. Classified Plant Entry

No equipment which is deemed to be of high operational hazard, as determined by Owner, should be brought onto Site without Owner approval.

3.3. Behavioural Rules when on Site

The following behaviours will not be tolerated on the Site. If these behaviours are observed, the person or persons involved may face disciplinary action and their employment may be terminated:

- Deliberate breach of safety or environmental procedures;
- Deliberate disturbance of any indigenous or archaeological area or item;
- Tampering or interfering with, or deliberate damage to safety or emergency equipment, including signs;
- Theft of property;
- Working under the influence of alcohol or illegal substances;
- Possession of illegal drugs or alcohol on Site;
- Not reporting accidents or incidents;
- Deliberate misreporting of accidents or incidents;
- Fighting or horseplay;
- Reckless, threatening, intimidating or violent conduct;
- Deliberate breach of lock out/tag out isolation procedures;
- Smoking outside of designated smoking areas;
- Industrial sabotage;
- Unauthorized possession of explosives; or
- A supervisor instructing a person to violate one of these rules.
- Washing equipment in a stream, pond, lake or watercourse not assigned as a wash station.

3.3.1. Safety Management Plans

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All personnel will comply with the Owner's Site Safety Management Plan, and if applicable, Contractor's own Safety Management Plan.

3.3.2. Emergency Response

Everyone on Site must be aware of the Sites Emergency Response Plan and must comply with this plan.

3.3.3. First Aid and Injury Management

All new personnel on Site shall be informed of the first aid procedures at the general Site induction and the Site's Injury and Illness procedure.

3.3.4. Safety Signs

Safety signs are displayed for everyone's protection. No personnel shall alter, remove or interfere in any way with a safety sign unless they are authorised to do so. If a sign displays a distinct safety message, it will carry the same authority as a direct instruction from your Supervisor:

- All areas shall use symbolic sign as recognized by U.S. Labour of Labour's Occupational Safety and Health Association (USDOL OSHA) Standard CFR 29 and other standards as applicable.
- These signs shall be suitably displayed and be clean and legible at all times.
- All personnel shall receive basic induction training on the symbolic signs used and their descriptive meaning
- All substations, switch rooms, transformer houses, etc shall display the statutory notices as required by legislation.

3.3.5. Personal Protective Equipment (PPE)

As a minimum, all Contractors' personnel are required to have the following PPE when on the Site:

- Long sleeved shirts (with collar) and long trousers. The shirts shall be designed for both day and night use, comprising retro-reflective strips on a high visibility background material.
- Safety boots (Owner may approve other footwear for office staff and visitors; however, the footwear must completely cover the feet).
- Hard hats to approved standard

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- Approved eye and face protection and approved side shields shall be fitted to all prescription glasses.
- Hand protection shall be worn by all personnel required to work with any hazardous substance or operation. As a minimum, a pair of standard duty leather gloves shall be carried at all times by personnel who are likely to be conducting manual work, and worn when actually performing manual work (unless it creates a genuine risk).
- Suitable hearing protectors shall be provided and worn by all employees required to work in noise designated areas.
- Respiratory equipment where required, to ensure the safe performance of the work.
- Additional or a higher degree of PPE and clothing may be required in certain areas of the Site. PPE and clothing signage will indicate the PPE and clothing requirements in the different areas on Site. These must be complied with at all times.
- Sunscreen (at least SPF 15+) must be freely available for personnel working outside during daylight hours.

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Appendix D – Local Procurement, Contracts & Hiring

1. At Pueblo Viejo Dominicana Corporation it is both important and necessary to focus on Local Procurement, Local Contracting and Local Hiring which have legal obligations for contracts awarded in the Dominican Republic, this requirement also extends to Works Contractors, the Contractor and its Subcontractors.
2. From the social point of view and taking into account the concepts issued by IFC and the ICMM, Barrick Pueblo Viejo in the local scope will be defined by the distance from the communities of any component of PVDC, the vulnerability and possible effects on the environment as result of the activities of PVDC- soil, water, noise, flora, fauna, access, or floating population influx, among other risk factors and impact; and the influence or strategic conditions from the point of view of social communities. Ranking of communities to the phase of Operation (mining and energy)2014.
3. In that sense, for the purposes of PVDC, the definition of “Local” for Pueblo Viejo Dominicana Corporation are those communities that are located within a 25 kilometers radius from the center of operations of Pueblo Viejo Dominicana Corporation, whose priority level varies according to the aforementioned criteria. This includes all communities from Cotui to Piedra Blanca, including the community of Quita Sueno.

3.1. Local Employee

For the purpose of determining if a person is considered as a local employee, that person must prove their documented principal residence in said locality by means of the address on their employment contract.

This definition will be used to classify employees as “local employees” and used to evaluate the local employee content of bidders.

3.2. Local Company For the purpose of determining if a company is considered as a local supplier or contractor that company must have either:

- its head office based in the local community described above, or;
- an existing office of the company submitting the bid the local community described above, or;
- an existing office where the work will be performed, or managed in the local community described above.

This definition is used to classify the locality of companies and to evaluate which bidder (contractor or supplier) can be considered as more local, based on the Priority listed above. This definition of local is intended to favour local companies with local ownership, i.e. owners who reside in said local community.

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Key considerations:

- Contractor and its Subcontractors agree to comply with the all applicable portions of the Dominican Republic legal obligations;
- The definition of “local” must respect Owner’s definitions as reflected above.
- Local procurement, local contracting and local hiring must be based on the prioritization specified above;
- Contractor and its Subcontractors will develop a Local Procurement and Local Contracting Plan and a Local Hiring Plan;
- Owner’s Community Relations, Supply Chain and Human Resources groups have developed lists of available local suppliers, contractors and workers;
- Owner will work jointly with Contractor develop “targets” for Local Procurement, Local Contracting and Local Hiring;
- Contractor and Subcontractors will report monthly on their progress in meeting these targets.

Within 10 days of the Effective Date of the Agreement, Owner shall provide to Contractor copies of its existing Local Procurement and Contracting Plans applicable to the Project, together with any other relevant programs and documentation.

Within 60 days of the Effective Date of the Agreement, Contractor will develop and submit to Owner its Local Procurement and Contracting Plan and a Local Hiring Plan which shall align and supplement the Owner’s and other’s similar plans. These plans must contain proposed targets and the steps to achieve these targets and include sufficient detail on how the Contractor will comply with the below:

- Local Procurement;
- Local Contracting; and
- Local Hiring.

Within 90 days of the Effective Date of the Agreement, Owner will discuss any changes to the targets for Local Procurement, Local Contracting and Local Hiring. These targets must be specific, measurable, achievable, and realistic and time phased. Owner will then approve these plans and targets.

Within 120 days of the Effective Date of the Agreement, Contractor will report monthly on its progress in achieving these targets as part of its monthly report. This reporting must also include actual spend / hiring data and a commentary on all steps being taken to achieve the aforementioned targets.

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Appendix E – Electrical Storm Procedure

Due to the high frequency of Electrical Storms on the Island the project has implemented an Electrical Storm Procedure which all personnel must be aware of and follow strictly, the Electrical Storm Procedure is as follows:

YELLOW ALERT
- YELLOW ALERT indicates that the storm is within a range of 30 and 60 Km. (20 to 37 miles approx.) from where the detector is located, this means we are to be alert on the development of the storm. The yellow alert will be communicated every 30 minutes.
ORANGE ALERT
- ORANGE ALERT indicates that the storm is within a range of 16 and 30 Km. (11 to 19 miles approx. CRITICAL AREA) from where the detector is located, this means that personnel which is working outdoors (surveyors, geology, drilling, heavy equipment, contractors, etc.) must be alert to the alert system being communicated by the Risk Prevention Department. The orange alert will be communicated every 15 minutes. The personnel area supervisors and responsible ones must have the vehicles ready for evacuation and sent to the evacuation point in case the conditions change to RED ALERT. Personnel close to a shelter should start getting to it.
RED ALERT
- RED ALERT indicates that the storm is within the range of 00 and 16 Km. (00 to 10 miles approx.) from the detector is located. The red alert will be communicated every 5 minutes. The following procedure must be followed: A. Control Centre will announce the Red Alert based on the information provided by the detector and/or applying the "Flash to Bang" Method. B. The area responsables and supervisors will proceed to evacuate and transport all personnel to the shelters. C. All vehicle drivers, equipment operators must remain in their respective units with their <u>windows completely closed until the Red Alert has been terminated.</u> D. During the "Red Alert" the vehicle/equipment radio base must NOT be used, but the portable radios. E. Those Single Operations (haulage, loading and auxiliary services) may continue operations ensuring that all doors and windows are completely closed. F. The Indro activities in workshops and offices may continue their normal activities keeping doors and windows completely closed and remaining within the facilities until the Red Alert is terminated. G. If your vehicle has been struck by a Lightning, remain inside until the red alert has been terminated, although, in the event of an emergency such as fire produced by the discharge, get of the unit and walk away to a distance up to 20 meters and adopt the crouch position with feet together and ears covered with your hands. H. If the event that there is no place to shelter adopt the crouch position with feet together and ears covered with your hands. I. During the ongoing blasting procedure, the area of influence must be evacuated and activities

LIGHTNING DISTANCE METHOD – In order to determine the distance between the lightning activity and yourself, use the "Flash to Bang" Method: count the time in

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seconds from seeing lightning's flash, to hearing the associated thunder or bang. For each five seconds, lightning is one mile away.

Example: If you see Lightning and the associated thunder is produced alter 10 seconds, it means that

the Lightning is 2 miles away (10 divided by 5 = 2 miles).

Flash to Bang In Seconds	Distance of Lightning	
	Miles	Kilometers
FIVE (5)	1	1.6
TEN (10)	2	3.2
FIFTEEN (15)	3	5
TWENTY (20)	4	6.4
TWENTY-FIVE (25)	5	8
THIRTY (30)	6	10

Flash to Bang In Seconds	Distance of Lightning	
	Miles	Kilometers
THIRTY-FIVE (35)	7	11.6
FORTY (40)	8	12.8
FORTY-FIVE (45)	9	14.4
FIFTY (50)	10	16

NOTE: if the difference between flash to bang is 50 seconds or less you are under Red Alert and must proceed accordingly. After 30 minutes of the last observed thunder, activities may be resumed.

Smoking

Smoking is permitted in all open areas of the facility unless designated as "No Smoking: Smoking is not permitted in any building.

Operating Motorized Vehicles

Operators of motorized vehicles must have a valid operator's license from their home country and attend a Barrick Defensive Driving Course.