



CONTRACTOR HEALTH, SAFETY AND ENVIRONMENTAL REQUIREMENTS

1. PURPOSE AND SCOPE

The purpose of this Exhibit is to establish the minimum health and safety program requirements for Contractor's Work on properties owned, operated, and/or managed by Company or its affiliated or subsidiary companies. The objectives of this policy are (i) the prevention of injury to workers or other persons and loss to Company or any other person through adequate training in safe procedures and job tasks, (ii) the establishment of health, safety and environmental policies, and (iii) the commitment of Contractor's management to health, safety and environmental protection. All requirements imposed on Contractor by this Exhibit shall also be applicable to all of Contractor's subcontractors who are performing Work on Company owned facilities/work sites or facilities/work sites operated or managed by Company or any of its affiliated or subsidiary companies.

2. COMPANY REQUIREMENTS

CONTRACTOR IS REQUIRED TO COMPLY WITH ALL OF COMPANY'S HEALTH, SAFETY AND ENVIRONMENTAL PROGRAMS, AND ANY REGION-SPECIFIC PROGRAMS PROVIDED TO CONTRACTOR BY COMPANY. THE REQUIREMENTS INCLUDE HEALTH AND SAFETY VERIFICATION PROGRAMS, DRUG AND ALCOHOL TESTING, SAFETY AND ENVIRONMENTAL SYSTEM PROGRAMS, MEDICAL CASE MANAGEMENT AND OTHER CONTRACTUAL REQUIREMENTS.

3. ISNETWORLD

3.1. Apache has an established business relationship with ISNetworld ("ISN"), which serves as Apache's primary contractor/supplier information management system, in particular as it relates to HSSE and insurance requirements. As a result, all contractors/suppliers performing services for Apache are required to be subscribers of ISN and linked to Apache within ISN. Apache expects all contractors/suppliers to subscribe to ISN if not currently a member. Please contact the ISN Customer Service Team at (214) 303-4900 or visit their website at www.isnetworld.com for additional information.

4. HEALTH, SAFETY AND ENVIRONMENTAL REQUIREMENTS

4.1. The following minimum health, safety and environmental requirements shall apply to Contractor and its subcontractors performing Work on Company owned facilities/work sites or facilities/work sites operated or managed by Company or any of its affiliated or subsidiary companies. Contractor shall ensure that any subcontractor whom it employs meets these same requirements. Since these are minimal requirements, Contractor shall take any additional precautions necessary to prevent harm to personnel or damage to property and/or the environment.

4.2. Contractor shall comply with all applicable health, safety and environmental regulations, laws, rules, and standards of agencies having jurisdiction at locations where Work is conducted for Company or any of its affiliated or subsidiary companies.

4.3. Company requires the following elements as part of a comprehensive safety program considered common in the industry:

- a. Management Commitment-Statement of management commitment and expectations regarding responsibilities for managers, supervisors, and employees.
- b. Written Health, Safety and Environmental Program to include Safe Work Practices



- c. Training Program to include skill and knowledge verification
 - d. Drug and Alcohol Program
 - e. Hazard Recognition Program to include Job Safety Analysis (“JSA”)
 - f. Stop Work Authority Program
 - g. Incident Reporting and Investigation Procedures
 - h. Operating Procedures to ensure the safe operation of Contractor’s critical equipment
 - i. Mechanical Integrity Program for critical equipment maintained and operated by Contractor
 - j. Medical Case Management
- 4.4. Management Commitment: Contractor management responsibilities shall include, but not be limited to, the overall success of the health, safety and environmental management program including development and endorsement of a written program, providing leadership in establishing goals and performance measures, requiring accountability for implementation, providing necessary resources for carrying out an effective program, and ensuring the safety and environmental management program is suitable, adequate, and effective for the Work performed by Contractor.
- 4.5. Health, Safety and Environmental Program Minimum Requirements: The following comprises the three levels of Company requirements:
- a. the elements required by law for all contracting companies, including, but not limited to, all applicable OSHA regulations regardless of the type of services being provided;
 - b. the elements or programs that are required by OSHA, or any other applicable federal, state, or local regulation, law, ordinance, or requirement for companies whose employees undertake certain activities or tasks (these may not be all applicable OSHA requirements, and Contractor must confirm for itself which apply); and
 - c. those elements of a safety program that, though not specifically required by OSHA, or any other applicable federal, state or local regulation, law, ordinance, or requirement, are considered by Company to be critical components of an effective safety program and ones which Company considers to be common in the industry.
- 4.6. Safe Work Practices: The programs or procedures below include, but are not limited to, those elements required by law depending upon the types of work or activities undertaken by Contractor’s employees
- a. Energy Isolation Procedures
 - b. Confined Space Entry Procedures
 - c. Fall Protection Policy and Procedures
 - d. Portable Electrical/Power Tools Safe Procedures
 - e. Vehicle Operation
 - f. Excavation and Trenching Procedures
 - g. Electrical Safety Procedures (grounding assurance)
 - h. Crane Operator Qualifications and Safe Lifting Operations
 - i. Forklift Operator Qualifications and Safe Operations
 - j. Housekeeping Policy and Procedures
 - k. Chemical and Waste Management Procedures
 - l. Hearing Conservation Program
 - m. Respiratory Protection Program
 - n. Fire Prevention-Safe Burning and Welding Procedures
 - o. Personal Protective Equipment Policy and Procedures
 - p. Well Servicing Procedures
 - q. Drilling Procedures



- r. Completion Procedures
- 4.7. Hydrogen Sulfide Safety Procedures Training Program: Contractor's personnel (and those of all subcontractors) shall be competent for the tasks or activities to be accomplished. This includes being in compliance with appropriate safety and environmental training codes, standards, laws, and regulations as required by governmental agencies having jurisdiction at the work site (e.g., EPA, DOT, OSHA). Contractor shall conduct a training assessment based on each job task to determine the training that Contractor must provide for its employees and personnel.
- 4.8. Drug and Alcohol Program: Contractor is required to have a drug and alcohol prevention program. Contractor employees must be compliant in the program to be eligible to work on Company locations. Failure to comply with this requirement may result in removal of personnel from Company facilities or prevention from boarding transportation to a Company facility or location. Additional enrollment with National Compliance Management Service (NCMS) may be required.
- 4.9. Medical Case Management: Contractor is required to comply with one of the following: enroll with a case management service, utilize an internal qualified physician or healthcare professional, utilize predetermined occupational healthcare clinic for non-emergency work-related treatment.
- 4.10. Personal Protective Equipment ("PPE"): Contractor shall provide its employees and personnel with proper PPE for them to perform their jobs safely. Contractor shall also ensure that its employees and personnel are trained in the proper use and maintenance of all PPE issued. The following is only the minimum PPE required to work on facilities owned, operated or managed by Company or any of its affiliated or subsidiary companies. Any additional job specific PPE (face shields, goggles, respiratory protection, fall protection, hand protection, gas monitors, etc.) required by Company, governmental regulations or hazard assessments shall also be provided by Contractor. *Minimal PPE Requirements for contractors*:
- a. Safety Glasses – Safety Glasses shall comply with ANSI Z87.1 – 1989, as such may be updated or modified from time to time, and shall be worn in areas where personnel are exposed to flying particles and/or when working around pressurized process equipment, piping, pumps, etc.
 - b. Hard Hat – Hard hats shall comply with ANSI Z89.1 – 1997, Type 1 requirements, as such may be updated or modified from time to time, and shall be worn at all times when working on Company facilities or work sites.
 - c. Safety/Steel Toe Shoes / Boots – Safety/Steel toe shoes / boots shall comply with ANSI Z41 – 1991, as such may be updated or modified from time to time, and shall be worn at all times when working at any facility or work site owned, operated or managed by Company or any of its affiliated or subsidiary companies.
 - d. Hearing Protection – Hearing protection is required in high noise areas or areas that are posted as requiring hearing protection.
 - e. Flame Retardant Outer Garments – Flame Retardant Outer Garments are required in working environments where the possibility of flash fires exists (NFPA 2112 compliant).
- 4.11. Environmental Management: Company requires the following elements as part of a comprehensive environmental management system considered common in the industry.
- a. Waste Management Procedures to include proper handling and disposal/treatment of wastes produced during work performed for Company.



- b. Spill/release control and countermeasures for chemicals and waste brought, transported or used on Company property.
- c. Written training program addressing waste handling/disposal and spill response.

5. INSPECTIONS AND AUDITS

- 5.1. In addition to any right provided elsewhere in the Agreement or otherwise available by law, Company reserves the right to inspect/audit the Health, Safety and Environmental activities of all contractors and subcontractors who work on any properties, facilities or premises owned, operated or managed by Company or any of its affiliated or subsidiary companies. Company or third party auditing teams or individuals may conduct these inspections/audits. The objective of conducting an inspection/audit is to assess Contractor's compliance with applicable Company, governmental and regulatory requirements and to prevent adverse environmental and safety incidents.
- 5.2. Field Inspections / Audits: Company may conduct field inspections at any time and from time to time as Company, in its sole discretion, may deem necessary or appropriate to maintain compliance with the applicable requirements of Company or any governmental or regulatory agency or body. Company may have field inspections conducted so that the inspector(s)/auditor(s) can:
 - a. Physically observe the Work or any part thereof that Contractor, or any of its subcontractors or personnel, is performing.
 - b. Assess Contractor's performance of Work, or any part thereof, according to applicable Company, governmental, or regulatory requirements.
 - c. Advise Contractor regarding any deficiencies that are observed and require that such be corrected.
- 5.3. Office Audits: Company may have office audits conducted:
 - a. To verify all information that is required of Contractor by this Exhibit.
 - b. To check Contractor's documentation of training, safety meeting attendance, accidents, equipment inspections, safety program elements, etc.
 - c. To share environmental, safety, and health philosophies.