

SAFETY, HEALTH AND ENVIRONMENTAL MANAGEMENT CONDITIONS

● For Construction Service:

[For Non-Construction Service, please refer to p. 3]

A. Safety, Health, and Environmental Management

I. Objective/Scope

This Safety, Health and Environmental Management Conditions (“**Conditions**”) set out the requirements of CLIENT for Safety, Health and Environmental Management, which are applicable when the construction project, whether in whole or in part, shall be performed in any premise directly or indirectly controlled by the CLIENT or at the identified construction project site by the CLIENT (“**Construction Project Site**”) and as shall be set out in VENDOR's own Safety, Health and Environmental Management Program.

The Conditions are issued for all concerned parties in the interest of ensuring the protection of the environment and the welfare of the CLIENT’s employees, personnel, workers, vendors, consultants, subcontractors, guests, visitors, and the general public within and around the immediate vicinity of the worksite.

The requirements stated in this Conditions are based on applicable government regulations, consultations with the stakeholders and industry best practices. The VENDOR is required to comply with the guidelines and requirements described in the following laws and regulations:

- a. Department of Labor and Employment (DOLE) Department Order (**DO 198-18**) on Occupational Safety and Health Standards
- b. Department of Environment and Natural Resources (DENR) Administrative Order (**DAO 2014-02**) on Pollution Control Officer (PCO) Accreditation
- c. DENR Administrative Order (**DAO 2013-22**) on Hazardous Wastes Management
- d. Republic Act (**RA 9003**) on Solid Waste Management

For avoidance of doubt, the VENDOR shall perform the construction services in compliance with pertinent laws, government rules and regulations and CLIENT’s policies and processes during any declared state of public health emergency by the government or health authority such as coronavirus disease (COVID-19) and other epidemic or pandemic.

II. Definition

Unless defined in the Master Purchase Agreement or the relevant Schedule or the Agreement for Design and Construction, capitalized terms in this Conditions shall have the meaning given to the said term in DO 198-18 and DAO 2014-02.

III. Minimum or General Safety, Health and Environmental Management Requirements

1. Safety, Health and Environmental Management Control Plan (“Plan”)

Prior to the commencement of the construction project, the VENDOR shall submit its Safety, Health and Environmental Management Control Plan as approved by the by the Safety Health and Environmental Committee of the CLIENT. The Plan shall include, but shall not be limited to the following:

1.1 Establishment of a Safety, Health and Environmental Management Committee (“Committee”)

The VENDOR shall establish a Committee to ensure that the guidelines and controls stated herein will be strictly enforced during the implementation of Service or execution of the construction project, as applicable. The Committee must be composed of Project

Manager, Certified Safety Officer, Environment Officer, First Aider or Medical Team, and Worker's Representative.

1.2 Identification of a Safety and Environment Officer

The VENDOR shall ensure that the Plan is duly followed and enforced during the execution of the construction project at the Construction Project Site. At the minimum, the VENDOR should have the following personnel:

- a. Safety Officer and Environment or Pollution Control Officer
- b. Ensure that a certified Safety Officer is deployed onsite at all times
- c. Other members of the Safety, Health and Environmental Management Committee (e.g. Project Manager, Environment Officer) should be present during the execution of the construction project at the Construction Project Site, whenever work is being undertaken.

1.3 Provisioning of Personal Protective Equipment (PPE)

- a. The VENDOR shall, at its own expense, furnish its deployed workers and personnel with protective equipment for eyes, face, hands and feet, lifeline, safety harness, protective shields, and barriers whenever necessary.
- b. The VENDOR shall provide necessary training to its workers and personnel on PPE management to prevent accidents due to the hazardous work process or environment, chemical or radiological or other mechanical irritants, and hazards capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact.

1.4 Safety, Health and Environmental Management Report ("Report")

The VENDOR shall submit to the CLIENT's Safety, Health and Environmental Management Committee, the Report every last calendar day of each month unless a different due date is required by the CLIENT with prior notice to the VENDOR. The Report shall contain, but shall not be limited to, the following:

- a. Monthly Work Accidents and Illnesses Report
- b. Exposure Data Report at the Start of the Project or Service
- c. Requirements for minor and major accidents
- d. DOLE Report for major accidents especially those resulting in death. The classification of major accidents shall be in accordance with Occupational Safety and Health Standard (OSHS) of DOLE.
- e. Hazardous Waste Generator's ID or certificate from DENR
- f. Solid Waste Disposal Report.

1.5 Safety, Health and Environmental Management Awareness

The VENDOR shall conduct an orientation for all its workers involved in the construction project being conducted for the CLIENT.

- a. For construction project:
 - i. Workers should be informed on safety and health awareness prior to the start of the project.
 - ii. Tool Box meetings must be done daily by the Safety Officer.
 - iii. Workers must properly receive instruction and training on the general safety and health measures common to the construction sites in accordance with the OSHS of DOLE.

1.6 Safety, Health and Environmental Management Training Certification

The VENDOR shall, as part of its bid or subject to approval of the CLIENT, prior to the execution of the Master Purchase Agreement, Supplemental Agreement or Agreement for Design and Construction, and/or issuance of Purchase Order, submit a copy of the Certificate of Completion of the following:

- a. Technical Experts assigned to the construction project (e.g. NC II, Construction Occupational Safety and Health Training from DOLE or DOLE's accredited safety training organizations)

- b. Safety Officer (e.g. Basic Occupational Safety and Health Training from DOLE or DOLE's accredited training provider)
- c. Environment Officer (e.g. Basic Pollution Control Officer Training Course)

IV. **Safety, Health and Environmental Management Compliance Requirement**

1. The VENDOR shall, as part of its bid or subject to approval of the CLIENT, prior to the execution of the Master Purchase Agreement, Supplemental Agreement or Agreement for Design and Construction, and/or issuance of Purchase Order, submit an accomplished detailed Safety, Health and Environmental Management Compliance Checklist (also referred as "Client Safety Management Requirements and Compliance Checklist" or "**Checklist**") <https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/SHEMCKECLIST.pdf>.
2. The accomplished Checklist shall form part of the Technical Evaluation that will be conducted by CLIENT's Vendor Management and the Project Proponent.
3. The VENDOR shall provide an explanation for each item in the Checklist that is marked as Partially Compliant or Non-Compliant.

V. **Violations, Penalties, and Sanctions**

1. In case of imminent danger, known to the CLIENT, the CLIENT through its authorized representative or enforcement officer shall recommend to the Regional Director of DOLE the issuance of an order for stoppage of operation or other appropriate action for the abatement of the danger in conformance with the guidelines specified under DOLE Rule 1012.02 of the OSHS and other pertinent issuances for stoppage of operation or for other appropriate action to eliminate or abate the danger.
2. Pending the issuance of a stoppage order, the VENDOR shall take appropriate measures to protect its workers and personnel. The stoppage order shall remain in effect until the danger is removed or the cause of such danger is corrected.
3. Violations against any of the Operational Conditions and/or Guidelines stated in the Checklist and/or non-compliance with the stoppage order shall be subject to the penalties stated in the relevant Supplemental Agreement and/or Purchase Order. In any case, whether or not provisions to the effect of the foregoing are contained in the relevant Supplemental Agreement and/or Purchase Order, Article 18 (Limits of Liability) of the Master Purchase Agreement, or the equivalent provision in the Agreement for Design and Construction, shall apply.

● **For Non-Construction Service:**

A. **Safety, Health, and Environmental Management**

I. **Objective/ Scope:**

This Safety, Health and Environmental Management Conditions ("**Conditions**") set out the requirements of CLIENT for Safety, Health and Environmental Management, which are applicable is any or part of the Service shall be performed in any premise directly or indirectly controlled by the CLIENT's ("**Client's Premises**") and as shall be set out in the VENDOR's own Safety, Health and Environmental Management Program.

The Conditions are issued for all concerned parties in the interest of ensuring the protection of the environment and the welfare of the CLIENT's employees, personnel, workers, vendors, consultants, subcontractors, guests, visitors, and the general public within and around the immediate vicinity of the worksite.

The requirements stated in this Conditions are based on applicable government regulations, consultations with the stakeholders and industry best practices. The

VENDOR is required to comply with the guidelines and requirements described in the following laws and regulations:

- a. Department of Labor and Employment (DOLE) Department Order **(DO 198-18)** on Occupational Safety and Health Standards
- b. Department of Environment and Natural Resources (DENR) Administrative Order **(DAO 2014-02)** on Pollution Control Officer (PCO) Accreditation
- c. DENR Administrative Order **(DAO 2013-22)** on Hazardous Wastes Management
- d. Republic Act **(RA 9003)** on Solid Waste Management

For avoidance of doubt, the VENDOR shall perform the Service in compliance with pertinent laws, government rules and regulations and CLIENT's policies and processes during any declared state of public health emergency by the government or health authority such as coronavirus disease (COVID-19) and other epidemic or pandemic.

II. Definition:

Unless defined in the Master Purchase Agreement or the relevant Schedule, capitalized terms in this Conditions shall have the meaning given to the said term in DO 198-18 and DAO 2014-02.

III. Minimum or General Safety, Health and Environmental Management Requirements

1. Project Safety, Health and Environmental Management Control Plan ("Plan")

Prior to the commencement of the Service, the VENDOR shall submit its Safety, Health and Environmental Management Control Plan approved by the Safety Health and Environmental Committee of the CLIENT. The Plan shall include, but shall not be limited to the following:

1.1 Establishment of a Safety, Health and Environmental Management Committee ("Committee")

The VENDOR shall establish a Committee to ensure that the guidelines and controls stated herein will be strictly enforced during the implementation of the Service. The Committee must be composed of: Project Manager, Certified Safety Officer, Environment Officer, First Aider or Medical Team, and Worker's Representative.

1.2 Identification of a Safety and Environment Officer

The VENDOR shall ensure that the Plan is duly followed and enforced during service implementation at the Client's Premises. At the minimum, the VENDOR should have the following personnel:

- a. Safety Officer and Environment or Pollution Control Officer
- b. Other members of the Safety, Health and Environmental Management Committee (e.g. Project Manager, Environment Officer) should be present during the service implementation at the Clients Premises whenever work is being undertaken.

1.3 Provisioning of Personal Protective Equipment (PPE)

- a. The VENDOR shall, at its own expense, furnish its deployed workers with protective equipment for eyes, face, hands and feet, lifeline, safety harness, protective shields, and barriers whenever necessary,
- b. The VENDOR shall provide necessary training to its workers and personnel on PPE management to prevent accidents due to the hazardous work process or environment, chemical or radiological or other mechanical irritants, and hazards capable of causing injury or impairment in the function of any part of the body through absorption, inhalation or physical contact.

1.4 Safety, Health and Environmental Management Report ("Report")

The VENDOR shall submit to the CLIENT's Safety, Health and Environmental Committee, whichever is applicable, a Report due every last calendar day of each month unless a different due date is required by the CLIENT with prior notice to the VENDOR. The Report shall contain, but shall not be limited to, the following:

- a. Monthly Work Accidents and Illnesses Report
- b. Exposure Data Report at the Start of the Project or Service
- c. Requirements for minor and major accidents
- d. DOLE Report for major accidents especially those resulting in death. The classification of major accidents shall be in accordance with Occupational Safety and Health Standard (OSHS) of DOLE
- e. Hazardous Waste Generator's ID or certificate from DENR
- f. Solid Waste Disposal Report

1.5 Safety, Health and Environmental Management Awareness

The VENDOR shall conduct an orientation for all its workers and personnel involved in any Service and project being conducted for the CLIENT.

- a. For General Services:
 - i. The VENDOR shall have its own Safety, Health and Environmental Management awareness program attended by the workers and personnel deployed in Client's Premises.

1.6 Safety, Health and Environmental Management Training Certification

The VENDOR shall, as part of its bid or, subject to approval of the CLIENT, prior to the execution of the Master Purchase Agreement, submit a copy of the Certificate of Completion for of the following:

- a. Technical Experts assigned to the service or project (e.g. NC II, Skills Training from TESDA or TESDA's accredited training organizations)
- b. Safety Officer (e.g. Basic Occupational Safety and Health Training from DOLE or DOLE's accredited training provider)
- c. Environment Officer (e.g. Basic Pollution Control Officer Training Course)

IV. Safety, Health and Environmental Management Compliance Requirement

- 1. The VENDOR shall, as part of its bid or, subject to approval of the CLIENT, prior to the execution of the Master Purchase Agreement, submit an accomplished detailed Safety, Health and Environmental Management Compliance Checklist (also referred as "Client Safety Management Requirements and Compliance Checklist" or "Checklist") <https://www.globe.com.ph/content/dam/globe/brie/About-us/corporate-governance/documents/company-policies/SHEMCHECKLIST.pdf>.
- 2. The accomplished Checklist shall form part of the Technical Evaluation that will be conducted by CLIENT's Vendor Management and the Project Proponent.
- 3. The VENDOR shall provide an explanation for items in the Checklist that are marked as Partially Compliant and Non-Compliant.

V. Violations, Penalties, and Sanctions

- 1. In case of imminent danger, known to the CLIENT, the CLIENT through its authorized representative or enforcement officer shall recommend to the Regional Director of DOLE the issuance of an order for stoppage of operation or other appropriate action for the abatement of the danger in conformance with the guidelines specified under DOLE Rule 1012.02 of the OSHS and other pertinent issuances for stoppage of operation or for other appropriate action to eliminate or abate the danger.
- 2. Pending the issuance of a stoppage order, the VENDOR shall take appropriate measures to protect its workers and personnel. The stoppage order shall remain in effect until the danger is removed or the cause of such danger is corrected.
- 3. Violations against any of the Operational Guidelines stated in the Checklist and or non-compliance with the stoppage order shall be subject to the penalties stated in the relevant Supplemental Agreement and/or Purchase Order. In any case, whether or not provisions to the effect of the foregoing are contained in the relevant Supplemental Agreement and/or Purchase Order, Article 18 (Limits of Liability) of the Master Purchase Agreement shall apply.