	CONTRACTOR HSE MANUAL	RGM-GEN-05
		15 January 2026

Contractor Health, Safety & Environmental Manual

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ROSEBEL GOLD MINES N.V.
罗斯贝尔金矿有限公司

CONTRACTOR HSE MANUAL

RGM-GEN-05


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LIST OF VERSIONS

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DEFINITIONS APPLICABLE TO THIS DOCUMENT

CHSEM	Contractor Health Safety & Environmental Manual
HSE	Health Safety & Environmental
SWP	Safe Work Plan
JHA	Job Hazard Analysis
SLAM	Stop Look Analyze Manage
HoC	Hierarchy of Control
PPE	Personal Protective Equipment
SRCS	Significant Risk Control Standard
SDS	Safety Data Sheet
EREP	Emergency Response and Evacuation Plan
ZTR	Zero Tolerance Rules
EAP	Employee Assistance Program

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Introduction

This Contractor Health, Safety & Environmental Manual (CHSEM) defines the minimum Health, Safety & Environmental (HSE) requirements applicable to all contractors, consultants, and other vendors engaged by Rosebel Gold Mines N.V. (RGM). It has been developed to ensure that all contracted activities are planned and executed in a manner that protects the health, safety, and well-being of employees, contractors, visitors, and the surrounding environment.

The manual outlines RGM’s HSE expectations, standards, and rules that must be complied with at all times while working on RGM sites or performing work on behalf of RGM.

Contractors are required to understand, implement, and enforce these requirements within their own organizations and ensure that their employees and subcontractors are fully informed and competent to perform their work safely. Compliance with this manual is a condition of contract. Failure to meet these requirements may result in corrective actions, suspension of work, or removal from site. Through cooperation, clear communication, and shared responsibility, RGM and its contractors aim to promote a strong safety culture and achieve a safe and incident-free workplace.

Purpose

The purpose of this CHSE Manual is to define the organization’s commitment, requirements, and procedures for protecting the health, safety, and well-being of all employees, contractors, visitors, and the environment. The manual serves as a reference to prevent accidents, injuries, and occupational illnesses by identifying hazards, establishing control measures, and promoting safe work practices. In addition, it provides guidance for environmental protection of the surrounding environment.

This manual aims to:

- Ensure compliance with all applicable health, safety, environmental and legal requirements
- Clearly define health, safety & environmental roles, responsibilities, and accountability
- Standardize safe work procedures and risk management processes
- Promote a proactive safety culture and continuous improvement
- Provide clear guidance for emergency response, incident reporting, and investigation


In contractor-intensive environments, including civil works and site operations, this manual ensures that consistent HSE standards are applied across all activities, contractors, and work locations.

Scope

This CHSE Manual applies to all employees, contractors, consultants, subcontractors, and visitors engaged in activities on behalf of RGM at any of its sites, facilities, projects, or operations. It covers all work-related activities, whether conducted on-site, off-site, or during transit where the organization has operational control or influence.

The manual establishes the minimum health, safety & environmental requirements that must be followed during planning, execution, maintenance, and completion of all work activities. It includes, but is not limited to, hazard identification and risk assessment, safe work procedures, use of personal protective equipment, contractor management, incident reporting and investigation, emergency preparedness and response, and compliance monitoring.

All parties within the scope of this manual are required to comply with this document and any additional site-specific or task-specific HSE requirements. Where stricter standards apply, the highest level of health and safety and environmental protection shall prevail.

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1. Key Expectations

- Contractors will be expected to provide all adequate resources as well as the health and safety & environmental protection resources necessary to achieve full compliance to contractor controls and to achieve HSE objectives.
- Non-compliance with the HSE requirements identified by RGM representatives, may result in work stoppage or removal of the contractor or contractor employees from a work site. Any willful or repeated non-compliance will result in contractor dismissal.
- The ultimate responsibility for providing a safe place to work rests with each contractor and individual contract employees.
- All local regulatory compliance is the responsibility of each Contractor.
- There is a requirement to report all work-related injuries, occupational illnesses, near-misses, property damage, fires, environmental incidents, etc. to RGM.
- RGM reserves the right to conduct audits at any contractor workplace, activity, or location at any time to verify compliance with applicable standards, contractual obligations, and regulatory requirements.
- RGM reserves the right to conduct for-cause or reasonable suspicion drug and/or alcohol testing of any person on company property. On sites that have a random drug testing procedure, contractors may be selected to participate in this program. Any person refusing to submit to testing or comply with the request to be tested shall be denied access to the property.
- Contractors are expected to participate in all RGM HSE initiatives, including but not limited to training, meetings, inspections, and incident investigations.

2. Safe Work Plan

Every contractor must have a clearly defined and documented Safe Work Plan (SWP) and submit it to RGM H&S department for review and approval prior to the commencement of any work. The SWP must be formally endorsed by the contractor's senior leadership team. Contractors' senior management and senior leaders are required to visibly demonstrate their commitment to the SWP through active involvement, leadership, and accountability.

The Safe Work Plan shall, at a minimum, address the following elements:

- General Information: Basic project and contractor details, including scope of work, location, manpower, and RGM/contractor safety representatives.
- Health & Safety Policy: Statement of the contractor's Health & Safety policy and commitment, aligned with the RGM HSS policy and ZERO HARM value.
- Environmental Protection Policy: commitment of the contractor to protect the environment and ecological restoration where applicable
- Responsibilities: Identification of key personnel and their assigned roles and responsibilities for managing health, safety, and environment on the project.
- Work Activity: Description of work activities to be performed, forming the basis for hazard identification and control planning.
- Hazard Identification & Controls: Identification of potential hazards (e.g. gravity, motion, mechanical, electrical, chemical, environmental) with corresponding engineering, administrative, and PPE controls.
- Hazard Analysis (Hierarchy of Controls): Detailed job hazard analysis outlining hazards, potential outcomes, and control measures using the hierarchy of controls methodology.
- First Aid and Injury Management: Procedures for first aid, injury management, and reporting all incidents to the RGM Health & Safety Department.
- Emergency Procedures: Job- or project-specific emergency response and evacuation procedures.

- Site Rules: RGM-specific rules and behavioral requirements that all contractor personnel must comply with while on site.
- Incident Reporting and Investigation: Process for reporting, recording and investigating incidents and communicating outcomes to relevant RGM departments.
- Specialized Work or Licensing: Identification of required permits, certifications, and licenses for high-risk or specialized activities.
- Induction & Training Requirements: Mandatory RGM inductions and job-specific HSE training required before and during work execution.
- Contractor Leading Indicators (KPIs): Monthly reporting requirements such as toolbox talks, safety meetings, inspections, and management site presence.
- Contractor – Equipment Fleet: Overview of contractor vehicles and equipment, including inspection and compliance with RGM mobile equipment standards.
- Sign-Off: Formal approval by the Contractor Manager and RGM Contractor Safety Representative confirming SWP acceptance and compliance.

3. Pre-employment medical screening:

All contractors are required to complete pre-employment medical screening prior to being granted access to the RGM site. This process ensures that individuals are medically fit to perform their assigned duties safely and without risk to themselves or others.

4. Pre-Entry Information Submission

Before site entry, contractors must submit the following details to the RGM Medical Department:

- Full name and contact information of the on-site contact person
- Indication of whether the visit is one-time or recurring
- Department to which the worker will be assigned
- Expected duration of stay on the RGM site
- Job title and a brief description of the role

5. Medical Screening Requirements

- All contractor personnel must undergo a full Occupational Health Assessment conducted by an RGM-appointed physician.
- All required medical documentation (English and Dutch) must be completed in full, clearly legible, and properly signed.
- Completed documentation must be submitted to RosebelMedicalInfo@rosebel.com prior to traveling to the site.
- Site entry clearance will only be granted after confirmation and approval by the RGM Medical Team.

Failure to comply with these requirements may result in delayed or denied site access.

6. Training requirements

All contractors and their personnel must complete the required training prior to commencing work on site and as determined by RGM.

- All personnel must complete the HR induction process before being granted site access. Induction requirements: Completed Induction Request Form, SOR Insurance (or similar for non-Surinamese contractors), Police Clearance, Copy ID or passport, Medical Screening.

- All mandatory Health, Safety, and Environment (HSE) training must be completed based on the role of the contractor personnel, including but not limited to:
 - Fatigue Management
 - Fire Awareness
 - Risk Management
 - First Aid
 - Lockout / Tagout Verification (LOTOV)
 - Confined Space entrée
 - Fall prevention
 - Environmental Awareness
 - Spill and Leak Management

Operators are required to complete the operator’s course and obtain a permit.

All training provided to contractors should be verifiable and, as such, must be properly documented.

Training records shall be maintained for each contract employee and must be available at all times while on site and/or retained in the site contractor files. Each contractor is required to provide regular and ongoing health and safety awareness training for its employees. In addition, regularly scheduled safety meetings shall be conducted on site for all contractor and sub-contractor personnel. All safety meetings shall be documented, and records shall be retained for the duration of the contractor’s presence on site.

7. Reporting of incidents

All incidents must be reported promptly and accurately to RGM, to ensure timely response, investigation, and prevention of recurrence. This requirement applies to all contractors, subcontractors, consultants, and their employees while working on or for the organization.

- **Immediate Reporting:** All incidents, including injuries, illnesses, near misses, property damage, environmental incidents, security incidents, and unsafe conditions, must be reported immediately to the direct supervisor and a preliminary incident report shall be issued within the same shift. Serious incidents must also be reported to the H&S and Security departments without delay.
- **Preservation of the scene:** Where safe to do so, the incident scene must be preserved until released by the H&S Department, except where actions are required to prevent further injury or damage.
- **Medical Attention:** Any person involved in an incident must report to the RGM clinic for appropriate medical assessment and treatment.
- **Incident Classification and Notification:** Incidents shall be classified according to the organization’s incident severity levels. Escalation and notification to management shall be conducted in line with established reporting procedures and timelines.
- **Investigation and Documentation:** All incidents must be formally investigated to identify root causes and corrective actions. Incident reports must be completed accurately and submitted within the required timeframes as defined by company procedures.

For Level 1 till Level 3 incidents (actual & potential):

- The notification part (section 1) should be submitted within the same shift.
- The section 2 should be completed within 48 hours
- The simplified incident investigation form – OHS-F-02 should be used

For Level 4 & Level 5 incidents (actual & potential):

- The notification part (section 1) should be submitted within the same shift.

- ICAM investigation should be completed within 14 days
- RGM will appoint the investigation team.
- All environmental incidents level 3 and higher will be treated according to RGM incident / accident reporting flow diagram.
- Cooperation during incident investigation: All contractors and their personnel must fully cooperate with incident investigations. This includes providing accurate information, participating in interviews, preserving the incident scene and evidence where safe, and supplying relevant documents when requested. Contractors are also required to implement corrective and preventive actions identified from the investigation within agreed timeframes. Failure to cooperate may result in disciplinary action or removal from site.
- Corrective & Preventive Actions: Contractors are responsible for implementing and tracking corrective and preventive actions arising from incident investigations and ensuring their effectiveness.

If the environmental violation is of a serious nature, the individual Contractor personnel may be dismissed from employment without warning. Environmental violations which may result in immediate dismissal include:

- Hunting, fishing or trapping within the exploitation concession.
- Possession of mercury.
- Negligence relating to environmental protection including failure to report mishaps and obvious potential hazards.

Failure to report incidents in a timely and accurate manner may result in disciplinary action, suspension of work, or removal from site.

8. Risk Management

Risk assessment and hazard identification are active and continuous processes used to eliminate or control workplace hazards. At RGM, these processes are implemented using Safe Work Plans (SWP), Job Hazard Analyses (JHA), and SLAM (Stop, Look, Assess, Manage) prior to and during work execution. Failure to properly identify, assess, and control hazards may result in injuries, incidents, environmental harm, or damage to equipment and property. All tasks, jobs, and projects shall be assessed to identify hazards associated with people, equipment, materials, environment, and work methods. Risks must be evaluated and controlled using the Hierarchy of Controls (HoC) and documented in the applicable SWP or JHA.

Employees and contractors are required to:

- Conduct SLAM before starting any task and when conditions change
- Complete a JHA for non-routine, high-risk, or changing tasks
- Follow and work in accordance with the approved SWP
- Stop work and re-assess hazards if unsafe conditions or behaviors are observed

9. Identification of potential environmental hazard

- A Risk Assessment must be performed prior to commencing the contracted job.
- Procedures must be developed to address identified hazards.
- Procedures should be communicated to all relevant employees
- MSDS information of chemicals should be available

- Immediate threats with regards to the task in accordance with the Scope of Work (SOW) include (where applicable):
 - Dust emissions
 - Waste management
 - Waste water management
 - Petroleum products management
 - Hazardous materials management

Any task undertaken without an appropriate risk assessment (SLAM, JHA, or SWP, as applicable) may be stopped immediately and shall not resume until the risk assessment is completed and control measures are implemented.

10. Monthly Report

For projects extending beyond 30 days, Rosebel Gold Mines N.V. will require contractors to provide monthly HSE reports. These summaries can include the following:

- Contractor Employee hours (for all contractors regardless duration of project)
- Number of lost time/restricted duty injuries
- Number of medical reportable injuries
- Number of occupational illnesses
- Number of first aid injuries
- Number of equipment and property damage incidents
- Number of environmental incidents
- Number of leading HSE activities

Reports should be submitted to the RGM Health & Safety department on the first day of the new month.


11. Contractor mobile equipment requirements

All light vehicles, mobile equipment, and buses owned or leased by RGM and its contractors, as well as all employees and contractors performing work on RGM sites or during controlled operations, shall comply with the RGM Mobile Equipment and Light Vehicle Standard (RGM-SRCS-06).

This standard establishes mandatory safety requirements to minimize the risk of collisions, severe injuries, and fatalities involving light vehicles, buses, and mobile equipment. It supplements the RGM Traffic Management Plan (RGM-SRCS-01) and reinforces strict compliance with applicable safety policies, laws, and regulations.

Key Focus Areas Include:

- Purpose: Prevention of fatalities, injuries, and fatigue-related incidents.
- Scope: Applies to all RGM- and contractor-owned or leased vehicles and equipment.
- Minimum Requirements: Defined specifications for light vehicles, buses, and mobile equipment.
- Procedural Requirements: Maintenance, inspections, traffic management, and fatigue management programs.
- People Requirements: Training, licensing, medical fitness, and behavioral expectations.
- Training Requirements: Defensive driving, equipment-specific training, and fatigue awareness.
- Traffic Management: Segregation, speed limits, signage, parking, dust control, and abnormal condition controls.
- Fatigue Management: Ergonomic design, hazard registers, awareness training, and auditable fatigue plans.
- All hauling trucks with a capacity of 20 Tons and above should be equipped with a Fatigue Monitoring System.

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- Safety Observations: Ongoing monitoring and implementation of corrective actions.

Specific training and operating requirements apply to the various vehicle and equipment types on each site. Only authorized, trained, and signed-off personnel are permitted to operate heavy equipment. Contractors and contract employees are responsible for ensuring adequate task-specific training and operational competency. Supervisors and employees must not operate any equipment unless fully trained and authorized. All vehicles and heavy equipment brought onto site shall be inspected, tested, and certified as safe for operation at the start of each shift.

An RGM-appointed inspection facility shall conduct a comprehensive pre-site inspection, with results and corrective actions documented and retained in accordance with record retention requirements.

The use of seat belts is always mandatory in all vehicles and mobile equipment and must be fastened before placing the vehicle in gear. All motor vehicles must be equipped in accordance with the RGM Mobile Equipment and Light Vehicle Standard (RGM-SRCS-06) which specifies the minimum equipment requirements for all vehicles entering RGM site

12. Personal Protective Equipment (PPE)

All employees, contractors, visitors, and vendors entering RGM workplaces shall comply with the RGM PPE Procedure and wear PPE as required for the task and area.

Risk-Based Selection: PPE shall be selected based on task-specific risk assessments and, where applicable, in consultation with the Medical Department. PPE is considered a secondary control and shall complement elimination, substitution, or engineering controls.

Minimum PPE Requirements:

- Work Clothing: Long-sleeved shirts and long pants with high visibility stripes (RGM–ZiJin uniform for employees; compliant work attire for contractors).
- Hard Hats: OSHA or equivalent standard; maximum 5 years from manufacture date; chin straps required where there is risk of dislodgement.
- Eye Protection: OSHA or equivalent safety glasses; additional protection (goggles/face shields) as required by risk assessment.
- Safety Footwear: OSHA or equivalent; safety toe, above ankle height, lace-up, and providing adequate ankle support.
- Hearing Protection: Required in designated noisy areas; double protection where signposted.
- Hand Protection: Task-appropriate gloves (cut-resistant, chemical-resistant, vibration-attenuating, etc.).

Training: All people required to wear PPE must receive PPE training at induction and refresher training as required, covering correct use, limitations, care, maintenance, and disposal.


Inspection and Maintenance: PPE must be inspected, maintained, and kept in good condition. Damaged or worn PPE shall be reported and replaced promptly. Alteration of PPE is prohibited.

Prohibited Items in Operational Areas: Jewelry, loose adornments, non-compliant PPE, and other items that may create safety risks are not permitted.

Visitor Requirements: Visitors must wear required PPE for the areas accessed and return any issued PPE after the visit.

Enforcement: Supervisors and department heads are responsible for enforcing PPE compliance, conducting inspections, addressing non-compliance, and ensuring availability of appropriate PPE.

Additional PPE: Other required PPE to be used under unusual circumstances such as high temperature work, handling

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corrosive liquids, chemicals, etc., not specifically covered in this section shall be reviewed by RGM and suitable PPE will be advised.

13. Significant Risk Control Standards

Compliance with Significant Risk Control Standards (SRCS)

RGM has established a comprehensive framework to ensure safe production and uphold its Zero Harm commitment. These procedures cover all significant risks at the mine site. Compliance is achieved through:

- **Blasting & Explosives:** Strict access control, evacuation protocols, and clearance zones to prevent unauthorized exposure.
- **Vehicle & Mobile Equipment Standards:** Defined requirements for light vehicles, equipment specifications, and traffic management plans.
- **Fatigue Management:** Mandatory training for contractors to reduce risks associated with long shifts and transportation. Adherence to the fatigue management program and fatigue monitoring system for haul trucks.
- **Hazardous Materials Management:** Training in HAZMAT procedures, exposure monitoring, and emergency response readiness.
- **Confined Space Entry:** Permit systems, supervisory oversight, rescue plans, and trained sentries to ensure safe entry.
- **Hazardous Energy Control (LOTOV):** Lockout/tagout procedures, training, and equipment availability to eliminate uncontrolled energy risks.
- **Hoisting, Rigging & Cranes:** Certified operators, equipment inspections, and compliance with mobile equipment standards.
- **Ground Control:** Engineering-led monitoring of high walls, pit drainage, and procedural safeguards.
- **Fall Prevention:** Training, inspection of fall arrest systems, and rescue planning to mitigate fall hazards.
- **Occupational Health & Hygiene:** Standards for exposure control, medical oversight, and fitness-for-work assessments.


Overall, compliance is maintained through training, following procedures, monitoring, and enforcement of standards, ensuring that employees, contractors, and visitors operate in a safe environment aligned with industry’s best practices.

14. Hazardous Materials and Substances

All hazardous substances, including chemicals require prior approval from the Health, Safety and Environmental Department before being brought on site.

The Contractor shall provide a list of all hazardous materials and substances proposed for use for the contract along with the corresponding Safety Data Sheet (SDS) for each of the anticipated site quantity, and the location. This shall be made available to RGM.

The list of SDSs shall be updated on an ongoing basis. Substances previously not included in the initial submittal are subject to site approval and must undergo review before being brought onto the property.

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Care shall be taken to select and use materials which can successfully accomplish the required work with minimal health or environmental impact

The Contractor shall remove all hazardous substances from the site immediately upon completion of the work involving the substances. Storage of all hazardous materials should be done in accordance with RGM requirements.

15. Safety Data Sheets

In addition to maintaining the hazardous material list, contractors must maintain the most current Safety Data Sheet provided by manufacturers and distributors.

Should the contractor not receive a SDS from the manufacturer or distributor, one must be requested and obtained. SDS copies are to be available at the work site for review by RGM HSE representatives.

16. Emergency Preparedness and Evacuation

An emergency or disaster is defined as any event or condition that has the potential to cause bodily injury or harm to personnel, environmental damage, and/or significant damage to plant, equipment, or infrastructure. Common emergency scenarios include, but are not limited to, fire, chemical releases, and severe weather events.

All contractors are responsible for developing, implementing, and maintaining a current Emergency Response and Evacuation Plan (EREP) for their employees. This plan must be task- and site-specific and shall be included within the SWP for review and approval.

Contractors shall develop a site-specific EREP aligned with the RGM Emergency Management Response Plan, which must, at a minimum, address the following:

- Emergency scenarios relevant to the scope of work
- Evacuation routes and designated assembly areas
- Emergency alarms and signals
- Communication and notification procedures
- Identification of emergency responders
- Training and competency of employees
- Availability of trained first aid responders to assist during medical emergencies


Contractors are responsible for ensuring that all employees are adequately trained and familiar with the emergency procedures prior to commencing work.

Emergency Responsibilities and Protocols

Upon declaration of an emergency, alarm activation and assembly procedures shall be implemented immediately. Emergency notifications must be made without delay by contacting the RGM Emergency Line (1901). In addition, the contractor shall promptly notify the designated RGM responsible persons.

Work activities shall be stopped or safely shut down in a manner that does not endanger personnel or contribute to escalation of the emergency.

After securing work activities where safe and appropriate, all personnel shall proceed calmly and in an orderly manner to the designated assembly area. Contractor supervision is responsible for ensuring that employees working in remote

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locations or confined spaces are notified and safely evacuated to the assembly area. Instructions of the RGM-Emergency Response Team must be strictly followed.

Once mustered at the designated assembly area:

- No person is permitted to return to the work area until the emergency has been controlled and the official all-clear has been given.
- Employees shall remain with the work group they were assigned to facilitate an accurate headcount.
- Supervision shall immediately conduct a headcount and report the results to the site leadership team.
- Any missing or unaccounted-for personnel shall be reported immediately to RGM.

17. Alcohol and drug Policy

The Alcohol & Drug (A&D) policy establishes strict standards for maintaining a safe, drug- and alcohol-free workplace at RGM. Below are the key requirements:

Contractors **shall not**:


- Use, possess, or offer for sale alcohol or drugs within the company workplace.
- Report to work or work under the influence of alcohol or drugs.
- Consume alcoholic beverages during working hours or in the workplace.
- Bring alcohol to the workplace.

Contractors **shall**:

- Report any prescription or non-prescription drugs with potential unsafe side effects to the medical department.
- Follow all company rules, policies, and procedures on alcohol and drugs.
- Access confidential counseling via the Employee Assistance Program (EAP) for personal issues affecting performance.

Contractor Managers/Supervisors shall:

- Ensure all employees understand the guidelines during orientation.
- Conduct alcohol and drug testing per document standards.
- Maintain confidentiality where practical.
- Apply Zero tolerance for verified positive results or refusal to test.
- Treat any violation as an offense; consequences based on severity, prior incidents, and response to corrections.
 - Managed consistently as per the RGM Code of Conduct.
 - Ensures legal defensibility, confidentiality, and integrity of testing.
- Promote health, safety, and dignity.
 - Provide a safe workplace free from alcohol/drug effects.
 - Apply international standards; ensure fairness and respect.
- Safeguard health, safety, and welfare of employees, contractors, families, the company, and public.
 - Raise awareness, minimize risks, offer intervention/treatment referrals.
 - Applies to all employees and affiliate contractors.


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18. Zero Tolerance Rules

Mandatory Compliance: All employees, contractors, consultants, and visitors shall comply with the RGM Zero Tolerance Rules (ZTR) while on RGM concessions, facilities, or controlled operations.

Immediate Enforcement: Any violation of a ZTR will result in immediate suspension, followed by investigation and disciplinary action in accordance with the RGM Code of Conduct. Consequences may include termination, fines, or legal action.

- 1. Substance Abuse:** The possession, use, sale, purchase, or testing positive for illegal drugs is strictly prohibited. Alcohol possession or consumption is prohibited except when obtained from the camp commissary. Exceeding a BAC limit of 0.05 or refusing alcohol/drug testing or security inspections is prohibited.
- 2. Violence and Weapons:** Fighting, physical assault, intimidation, bullying, or threats are prohibited. Firearms and weapons are strictly forbidden on RGM premises.
- 3. Ethical Conduct:** Discrimination, harassment, sexual harassment, intimidation, and unethical behavior are prohibited. Possession of raw gold, gold concentrate, mercury, carbon nitrate, or engagement with illegal miners is prohibited.
- 4. Energy Isolation (LOTOV):** All energy sources must be identified, isolated, and controlled before work begins. Strict adherence to the RGM Lockout/Tagout/Verification procedure is mandatory.
- 5. Restricted Area Access:** Entry into restricted or barricaded areas is permitted only for authorized personnel. Red "DANGER" barricade tape shall only be used where fatal or serious hazards exist and removed immediately once hazards are eliminated.
- 6. Confined Spaces:** Confined space entry is restricted to authorized personnel with proper permits and full compliance with the RGM Confined Space Safety Procedure.
- 7. Hot Work:** Hot work outside designated areas requires an approved hot work permit and full compliance with permit conditions.
- 8. Working at Heights:** Work above 1.8 meters (6 feet) requires approved platforms or certified fall protection systems in accordance with RGM procedures.
- 9. Suspended Loads:** Working or walking under suspended loads is strictly prohibited.
- 10. Fire and Smoking:** Smoking or open flames are prohibited in flammable or combustible areas, including fuel storage, blasting areas, and chemical storage locations.
- 11. Seat Belt Use:** All vehicles and mobile equipment must be equipped with seat belts. Operators and passengers must wear seat belts at all times while equipment or vehicles are in operation.
- 12. Mobile Phone Use:** The use of mobile phones while operating vehicles or mobile equipment is prohibited.
- 13. Licensing and Authorization:** Only trained, licensed, and authorized personnel may operate vehicles or mobile equipment.
- 14. Mandatory Safety Training:** All personnel and visitors must complete required safety training before entering operational, production, or construction areas. Entry without training is prohibited, except under approved and escorted emergency conditions.

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19. General environmental requirements

- Contractors are expected to have a general understanding of the environmental policy (i.e. commitment to sustainable development, continual improvement, pollution prevention and compliance with relevant environmental regulations and legislation).
- Contractors are required to complete environmental awareness training as part of the induction program.
- Contractors are required to immediately report environmental incidents to the environmental department as described in ENV-PR-08.
- Contractors whose work may have a significant impact upon the environment should be given appropriate training and education to ensure environmental impacts are minimized. Long term contractors involved in the management of hazardous materials are required to receive hazardous material training.
- Contractors are required to:
 - Manage hazardous materials according to operating procedure ENV-PR-05;
 - Manage waste (i.e. hazardous and non-hazardous waste) as described in operating procedure ENV-PR-04;
 - Manage petroleum products as described in operating procedure ENV-PR-06.
- Contractors are expected to observe the following environmental rules as mentioned in the Code of Conduct:

No littering;

No hunting, fishing, poaching;

No illegal dumping of hydrocarbons and other hazardous fluids.

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Document control

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Document	Primary File Location	Frequency of review or update

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