

Environment, Health and Safety Requirements

1. Obligations of Supplier

1.1 The Supplier shall:

- (a) give the highest regard to EHS to avoid any injury to any person and damage to any property and environment.
- (b) ensure that the management of EHS is an integral and visible part of its work planning and execution processes;
- (c) strive for continuous improvement of its EHS performance; by implementing Siemens 6-point contractor management program.
- (d) obtain Customer's EHS Policy, understand and implement the applicable content of this policy;
- (e) follow all applicable requirements of Customer's EHS policy;
- (f) monitor and evaluate its EHS performance to effectively take such actions as appropriate to rectify or improve its overall EHS performance;
- (g) ensure that it complies with all latest applicable EHS laws and any EHS requirements of the Customer in force from time to time.
- (h) Ensure that in case Customer produces a safety and health documentation for the site (Ex. EHS Plan, HIRA (Hazard identification and Risk assessment), SWMS (Safe Working Method Statement), EHS assessment report & Contractor evaluation report etc.) and provides Supplier with a copy of the EHS Plan or EHS document, Supplier shall confirm receipt thereof in writing and comply with the regulations contained therein. The same shall apply to updates of the EHS Plan which Customer may produce as it deems necessary. Supplier shall ensure that its direct and indirect subcontractors employed to perform the Works commit themselves to the EHS Plan and its updates. The supplier shall commit to this clause to avoid any health & safety injury to any persons who are legally on the work site including personnel, Customer's personnel and visitors and prevention of environmental pollution.
- (i) Supplier shall strictly follow and implement Siemens COVID-19 protocols without any deviation, as applicable.

2. Specific Requirements for Siemens locations

2.1 Without limiting the foregoing, Supplier shall, when working on Customer's or project sites:

- (a) ensure that hazardous materials, including those it is required to handle, are collected, stored, disposed of or recycled in an environmentally sound manner and in accordance with legal requirements.
- (b) appoint competent and experienced persons at the Customer's or its customer's premises, who are trained for fire fighting, safety in their job and make their training record available to Customer immediately upon request and take part in safety discussions regularly arranged by Customer.
- (c) establish and maintain a emergency response plan to deal with unforeseen events, such as but not limited to fire and explosion and carry out periodic drills with the involvement of its relevant employees;
- (d) Prior to starting work, medical fitness of the workmen is considered. Attend and ensure all of its employees and contractors attend site specific safety inductions, Tool Box Talks and discuss and clarify with the Customer, its EHS policy and requirements;
- (e) ensure that a system of Permit To Work is followed and the requirements contained therein are fulfilled;
- (f) ensure all PPE complies with Indian (IS) standards and Customer's EHS requirements.
- (g) when performing height work, explore & prefer the use of safe access equipment such as man-lifter, cherry picker, scissor lift etc. ensure the use of metal scaffold and the provision and use of life line, fall arrestor, full body harness and safety helmet;
- (h) ensure safe access and egress & safe work environment like illumination & ventilation to at the site;
- (i) Ensure that Customer's EHS processes such as risk assessment, Critical-To-Safety & Health, Safety Essentials, 6 Golden Rules of Electrical Safety, Permit-to-Work, Contractor Qualification & on-site Evaluation, UA UC reporting, Request- for-quotation, Training, reporting of unsafe work practices/situations, incident reporting etc are implemented in letter & spirit to ensure safe work practices.

- (j) before the start of any task the supplier will submit and discuss with Customer's official the method statement and HIRA and the supplier personnel shall implement HIRA & SWMS as approved and shared by Customer's official.
- (k) ensure that necessary Personal Protective Equipment ("PPE") is provided in accordance with Siemens recommended specifications & suiting to nature of work. and used appropriately including without other safety equipment and tools / tackles as required for the job.
- (l) Supplier to ensure the sufficient stock of Tool / tackles & PPEs. Supplier to ensure that the Tool / tackles & PPEs in use are inspected periodically to verify its healthiness & to serve its purpose. The PPEs in store to be checked for its shelf life on a periodic basis to prevent use of expired PPEs.
- (m) ensure that that Central Government & State/Local Government rules with respect to the motor vehicle are followed at all times when its vehicles are on Customer's premises & during commuting to workplace;
- (n) Ensure that necessary safety signages are displayed, competent & authorized people are deployed at the workplace. Measures are taken to barricade unprotected edges, open pit/tanks, high voltage testing, suspended load operations etc
- (o) Report near miss, first aid, medical treatment, lost time, serious fatal incident. Also report environmental incident & property damages to the respective Siemens incharge.
- (p) Supplier to provide all relevant information needed towards investigation of the incident & actively participate in investigation process and implementing the actions in stipulated time. Supplier shall also inform the applicable legal authorities. Supplier shall support any additional investigation conducted by the Customer.
- (q) Ensure that all vehicles used for transportation & material handling equipment are fit for use and have valid certifications. Use of first-generation hydra crane or any other equipment as notified by the Customer is prohibited. Operators of vehicles and machines have valid licenses, are competent & trained including helpers.
- (r) Notwithstanding the above, the Supplier acknowledges that the Customer may communicate from time to time certain additional or amended requirements with respect to EHS to be met by the Supplier on project sites. The Supplier agrees to comply with such requirements such that non-compliance shall attract the provisions of clause 3 on deductions from the Deposit and the corresponding bonus for zero violations as stated in Clause 3

3. Non Compliance with EHS standards

- 3.1 The Supplier acknowledges and agrees that the Customer places great importance on EHS and has zero tolerance for any non-compliance with the Customer's EHS requirements including without limitation any breach of the requirements of this clause.
- 3.2 Within 14 days of the date of order, Supplier agrees to pay vide demand draft or unconditional Bank Guarantee made in favour of the Customer an amount of 2.5% of the value of the service order/portion as an EHS Deposit to secure compliance with the EHS requirements set out in this order. In case value of the service order/portion is not defined separately (for cases where there is single order for goods & services) the Customer shall decide the amount for service portion of the order to which the 2.5% deposit is applicable. The EHS deposit shall be interest free and refundable only after successful completion of the Guarantee Period, subject to necessary deduction and adjustment shall be done as per Annexure (i.e. "SAFETY GUIDELINES FOR CONTRACTORS") provided hereinunder in case of any non-compliance of EHS provision under this clause or EHS provisions thereafter notified during the continuance of this order.
- 3.3 If the Supplier fails to comply with the Customer's EHS requirements as notified or updated from time to time, including breach of this clause, the Customer may, at its sole discretion, without prejudice to any other rights of the Customer, deduct from this EHS Deposit or any amounts otherwise due/payable to the Supplier under this or any other order /Agreement/Contract for each non-compliance, up to an amount of 2.5% of the value of the service order/portion.
- 3.4 The Customer will regularly evaluate the EHS performance of the Supplier and at its own discretion reward the Supplier for the project duration in which there are zero violations of the Customer's EHS requirements including without limitation to:
 - (i) Zero fatalities
 - ii. Zero permanent disablement and
 - iii. Zero reportable accidents

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- iv. Green rating of EHS performance
- v. Fulfilment of applicable labour compliance to be ensured by PM & SM
- vi. Applicable statutory EHS compliance

by payment to the Supplier of a bonus amount equivalent to 0.5% of the value of the service order/portion on completion of the order. Or on pro-rata basis, as decided by Siemens.

- 3.5 Supplier shall regularly monitor compliance with statutory and contractual EHS provisions by performing safety tours on the site. In due time before a safety tour, Supplier shall invite Customer to participate in the tour. In case Supplier discovers non-compliance with EHS provisions, it shall restore compliance without undue delay.
- 3.6 Upon Customer's request, Supplier shall grant Customer access to all documents related to health and safety connected with the Works.
- 3.7 The rights of the Customer under this clause are in addition to all other rights and remedy of the Customer.
- 3.8 Without limiting any other rights, the Customer may have, the Customer may suspend the Supplier immediately or terminate the Agreement for any violation of EHS requirements.
- 3.9 Customer reserves the right to bar any Personnel from the site for security, health and safety reasons.

Annex: Safety Guidelines for Contractors

Sr. No.	Type of Violation	Damages Amt (INR)
EHS Management – General Points		
1a.	Absence of contractors Site In-charge, Safety Officer at site in the safety meeting whenever called by the Customer	3000/ meeting
1b.	Failure to appoint Safety Supervisors at all	3000/week
1c.	Absence of contractor's execution supervisor while always working at site and for high hazard activities like height work electrical work etc. as per Siemens CTSH guideline / Safety Essentials	3000/ occasion
1d.	Failure to report and follow up accident (including near miss) reporting system	3000/occasion
1e.	Working without work permit / clearance	3000/ violation
1f.	For not using PPE at Site / no following safety instructions	150/person/ day
1g.	Non-display of caution boards, emergency telephone number at work locations as per SOP/SWMS	200/day
1h.	Violation of CTSH / Safety Essential guidelines	3000 / violation
2 Site Electricity		
2a.	Not following six golden rules of electrical safety	3000/instance
2b.	RCCB not installed	1000/day
2c.	Inserting of bare wires into the socket	1000/day
2d.	Temporary cable connections with poor joints	1000/day
2e.	Improper earthing of electrical appliances	1000/day
2f.	Unauthorized and direct tapping of electricity	1000/day
2g.	Positive isolation not ensured when repairing electrical equipment	1000/day
2h.	Laying wire/cables on roads	500/day
2i.	Electrical work without licensed/competent electrician	500/day
2j.	Use of improper tools	500/day
2k.	Non-use of 24V appliances in confined space	500/day
2l.	DBs, panels etc are not iron clad / are not close tightly	500/day
3 Working at Height		
3a.	Not using or anchoring Full Body Harness	1500/day
3b.	Absence of fall arrestor (rope grab), life line or anchorage point to anchor safety belt	1500/day
3c.	Using Bamboo scaffold	3000/day
3d.	No inspection of full body harness	500/day
3e.	Improper guardrail, toe board, barriers access ladders, works platforms, safety nets etc.	1000/day
3f.	Poor scaffolding (no base plate / no bracing/improper fixing of platforms, damage components / unstable scaffolding, etc.	1000/day

3g.	Working at unprotected edges (staircases, etc)	1000/day
3h.	Improper usage of ladder (less than 1m extension above landing point, no maintaining 1:4 ratio)	500/day
3i.	Barricades / covers not provided on open holes pits	1000/day
3j.	Aluminium ladder without base rubber bush	500/day
3k.	Usage of broken / weak ladders	500/day
3l.	Usage of re-bar welded unsafe ladders	500/day
3m.	Scaffold not built by experienced person / no Scaffold tag system	1000/day
4 Gas Cutting		
4a.	Gas Cylinders not stored in upright position	500/day
4b.	Flash back arrester, non-return valve or regulator not present/not in working condition.	1000/day
4c.	Fail to store cylinder 6m away from fire prone materials.	500/day
4d.	Failure to put cylinders in a cylinder trolley.	500/day
4e.	Damaged hose.	500/day
4f.	Using domestic LPG cylinders	500/day
4g.	Failure to use hose clamps	500/day
4h.	Fire extinguisher not placed in the vicinity during gas cutting operation	500/day
5 Welding		
5a.	Improper grounding and return path.	1000/day
5b.	Non-availability of main switch control to switch off power to the welding unit	500/day
5c.	Damaged electrode holder	500/day
5d.	Damaged welding cable	500/day
5e.	Bare openings in the cable.	500/day
5f.	Non-availability of separate switch in the transformer	500/day
5g.	Usage of reinforced rod as return conductor	500/day
5h.	Fire extinguisher not placed in the vicinity during welding operation	500/day
6 Excavation		
6a.	Excavated material not stored at least 650mm away from edge of an open excavation	1000/day
6b.	Not shoring the excavation	1000/day
6c.	Metal ladders and staircases or ramps not provided for safe access to and egress from excavation exceeds 1.5 meter, as the case may be	1000/day
6d.	Trench and excavation not protected against falling of person by hard barricading	1000/day
7 Fire Protection		
7a.	Smoking and open flames in fire prone area	1000/day
7b.	Using more than 24V portable electrical appliances in fire (hazardous zones) prone area	500/day
7c.	Absence of fire extinguishers / damaged /empty extinguishers not maintained	500/day
7d.	No proper ventilation in cylinder storage area	500/day
7e.	Fire extinguisher placed in a not easily accessible location	500/day
8 Contra Contractor Vehicles: Traffic Rule Violations		
8a.	Unfit / unlicensed drivers or operators	1000/day
8b.	Sleeping / resting below parked vehicles	200/day
8c.	Power / hand brakes not in working condition	1000/day
8d.	Over speeding / Rash Driving	1000/day
8e.	Use of mobile phone while driving / operation	1000/day
8f.	Overloading of vehicles	200/day
8g.	Unlicensed vehicles	200/day
8h.	Absence of reversing alarm	500/day
8i.	Absence of fog light (in winter)	200/day
8j.	Not using seat belt	200/day
8k.	Non-availability of helper for heavy vehicle or construction equipment.	200/day
8l.	Carrying people in unauthorized vehicles line	200/day

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8m.	Sleeping / resting below parked vehicles	200/day
9	Lifting Tools & Tackles and Machines	
9a.	Use of lifting tackles, machines without competent person certificate at site	1000/day
9b.	Unsafe Rigging practices (Eg; overloading of lifting tools and machines, standing below loads etc)	1000/day
9c.	Pulleys, etc not anchored securely	500/day
9d.	Guards not provided on rotating /moving parts	1000/day
9e.	Improper use of grinder – Eg; cutting wheels o surface grinders	1000/day
9f.	Signalman without reflective jacket	200/day
10	Occupational Health	
10a.	Non-availability of first aid box	1000/day
10b.	Alcohol and drug abuse in work site	1000/instance
10c.	Non-availability of Doctor / arrangement with hospital	1000/day
10d.	Fail to conduct medical examination of workers	1000/day
10e.	Workers not having ID card	1000/day
10f.	Smoking inside the construction site	200/instance
10g.	Allowing worker to work in environment with excessive noise without PPE	500/day
11	House keeping	
11a.	Stairways, gangways, passageways blocked	500/occasion
11b.	Lumber with protruding nails left exposed	500/occasion
11c.	Openings unprotected	500/occasion
11d.	Office, stores toilet / urinals not properly cleanedand maintained	500/occasion
11e.	Required dustbins at appropriate places, no provided / not cleaned	500/occasion
11f.	Vehicles /equipment parked / placed on road obstructing free flow of traffic	500/occasion
11g.	Unused surplus cables / steel scraps lying scattered	500/occasion
11h.	Wooden scrap, empty wooden cable drums lying scattered	500/occasion
11i.	Water stagnation leading to mosquito breeding	500/occasion
12	Working in Active Track Environment	
12a	Use of Mobile phone while working in track environment	2000/-violation
12b	Working in Track Environment without “Look-out Person”	2000/-per day
12c	Working in Track Environment without identifying “Place of Safety”	1000/per day
12d	Working in track environment without Siemen approval	2000/day