



SUBCONTRACTOR SAFETY MANAGEMENT PLAN

Integrated Water Services, Inc.
(the Company)



Purpose

The purpose of this program is to ensure that Integrated Water Services continues to improve subcontractor health, safety, and environmental performance and to establish a standard for pre-qualification, evaluation/selection and development of our subcontractors.

Scope

This program applies to all Company locations that use subcontractors.

General Requirements

All Integrated Water Services subcontractors are to be managed in accordance with this program.

The use of subcontractors must be pre-approved by the Company. Approval requirements include:

- A formal safety review of the subcontractor performed by the Company safety department.
- The scope of the review will be commensurate with the hazards and risk exposure.
- Subcontractors have been/will be oriented to the safety policies, expectations, and requirements of the Company.
- The subcontractor agrees to abide by our Drug and Alcohol policy and onsite safety rules throughout the duration of the work.

Any subcontractor that has a “Non-Approved” safety status will not be used on any Company site.

Procedure

Pre-Qualification of Subcontractors

Subcontractors will be pre-qualified by reviewing their safety programs, safety training documents, and safety statistics. The Company will use a combination of safety metrics to prequalify subcontractors as shown below.

Safety Metrics for Selecting Subcontractors

Acceptable safety metrics will be used as criteria for prequalifying and selecting subcontractors in the following manner. Key performance indicators such as the TRIR, EMR, LTIR and Fatality rates shall be reviewed (see form). The safety metrics and scoring will consider:

- Company Subcontractor Safety Pre-Qualification Form responses and subcontractor safety program documents review 60% (Rated from 0-60 total points)
- Subcontractor safety training documents review 20% (Rated from 0-20 total points)
- Subcontractor safety statistics review 20% (Rated from 0-20 total points)

Evaluation Rating and Acceptance

The subcontractor rating system will have three designations:

- **Equal to or Greater than 90 points = Green Light.**
- **Between 75 and 89 points = Orange Light- Mitigation plan must be documented and approved by the Company Safety department.**
- **Less than 75 points = Red Light – must subscribe to BSafe.**



- No formal safety management system= Red Light – must subscribe to BSafe

Once each subcontractor has been evaluated and scored, the Company safety team will provide management with the scores/ranking.

Integrated Water Services reserves the right to change a subcontractor's status to "Non-Approved" if the subcontractor shows insufficient progress towards accepted mitigation plan or other agreed-upon criteria.

Subcontractor Involvement

Contractors are required to follow or implement the work practices and systems described below while performing work at Company worksites:

- Attend the online Subcontractor Safety Orientation
- Subcontractors are required to conduct a Pre-Job Safety Meeting with the onsite IWS crews in attendance, including any pre-job meeting or kick-off meeting provided by IWS prior to any work beginning
- Monitor employees for substance abuse and report nonconformities to the Company
- Ensure personnel have the required training and competency for their work and provide IWS with a training matrix or certificates that confirm the same
- Included in the Company tailgate safety meetings, job safety analysis or hazard assessments and on-the-job safety inspections
- Perform a pre-job safety inspection that includes equipment and work area
- Participate in the Good Catch recognition program
- Report all injuries, spills, property damage incidents and near misses
- Comply with onsite and Owner/Client safety rules
- Implement Company safety practices and processes as applicable
- Clean up and restore the worksite each day
- Always ensure compliance with regulations
- Post job-safety performance reviews - shall be conducted for subcontractors based on their adherence to the above requirements, safety key performance indicators and other agreed-upon requirements.

Subcontractor Pre-Qualification Questionnaire

The subcontractor will be required to fill out an electronic safety pre-qualification form located in the SSM tab at www.iws.support or by going to this link: <https://iws.jotform.com/240445981219056>.