Western Canada HSE Schedule 3.3

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INTRODUCTION

The purpose of this Schedule is to identify requirements of Cenovus relating to key elements of health, safety and environment (HSE) management for work being completed by the supplier on behalf of Cenovus.

For clarity, “supplier” in this document has the same meaning as “contractor” in the Agreement to which it is appended.

Cenovus’s Health and Safety Management Commitments

Health and safety are core values at Cenovus and apply to everyone involved directly and indirectly in our activities.

Cenovus’s eight safety commitments outline the attitude and behavior we expect to see from anyone who works with us and for us. They empower workers to speak up if they feel the work, they are asked to do is unsafe.

The commitments are a promise from every leader at Cenovus to every worker at any level of the company that safety will always be our top value. Our commitment to workers and their families is that they return home safely every day. Working at Cenovus really does mean working safely.

HSE Schedule Name	When to be used
HSE Schedule 3.1 (Minor)	• No work on a Cenovus site • No Cenovus personal at supplier’s site
HSE Schedule 3.2 (Moderate)	• Supplier on Cenovus site but no hands-on work being performed by supplier and Cenovus is Prime Contractor • Cenovus personnel at supplier’s site
HSE Schedule 3.3 (Critical)	• Supplier personnel present on a Cenovus site • Hand-on work is being performed by supplier • Cenovus is Prime Contractor
Supplier is delegated Prime Contractor	• HSE Schedule 3.3 to be developed and include Prime Contractor expectations. • Supplier required to prepare their own HSE schedule for their subcontractors which is to be approved by Cenovus

Cenovus’s Eight Safety Commitments

1. Our work is never so urgent or important that we cannot take time to do it safely.
2. All injuries are preventable.
3. Everyone is obligated to refuse and/or stop unsafe work.
4. Everyone is obligated to raise concerns about the hazards seen.
5. All levels of supervision are accountable for safety performance.
6. Employee and contractor commitment is essential to safety performance.
7. Excellence in safety leads to excellence in business.
8. Safety attitude off the job is as important as on the job.

As such, it is expected that the supplier's management is equally committed to health and safety and will demonstrate that commitment by ensuring the following:

- Management allocates sufficient resources to drive health and safety performance excellence.
- Management sets clear direction and expectations through health and safety policies.
- Management establishes, monitors compliance with, and enforces health and safety responsibilities for every level of their organization including themselves.
- Management is knowledgeable of their health and safety management system and programs
- Management engages and communicates with workers regarding health and safety performance standards and expectations by:
    - Setting and achieving company-wide health and safety performance objectives.
    - Visiting field operations and participating in safety tours, inspections, safety meetings and campaigns.
    - Monitoring completion of health and safety-related corrective actions and continuous improvement initiatives.
    - Consulting and cooperating with joint health & safety committee members and/or H&S representatives on health and safety concerns or initiatives.
    - Participating in supplier relationship meetings and discussing progress and performance in the delivery of the contractual scope of work.

The supplier is expected to maintain its own safety management system or program to best suit its needs and risks and to inform its workers of the requirements stated within this Schedule.

The HSE requirements that are referenced in this Schedule are not intended to be an all-inclusive or definitive set of rules to meet all situations. However, they are to be understood as the minimum acceptable levels of performance regarding those aspects that all supplier personnel must follow when working on a Cenovus work site or project. Any reference to the supplier in this Schedule is also to be considered a reference to its subcontractors.

SUPPLEMENTARY HSE REQUIREMENTS

Appendix 1 sets out any additional HSE requirements to be complied with by the supplier while performing services at certain Cenovus work sites. Such requirements are in addition to, and not in replacement of, the requirements in this Schedule.

FIT FOR DUTY POLICY

The supplier is responsible to ensure its workers arrive and remain fit for duty while working on a Cenovus work site. Fit for duty means being physically and mentally fit to perform assigned duties. Cenovus considers a worker unfit for duty if injury, illness, physical or psychological health issues, fatigue or the use of alcohol, drugs or medications results in, or could result in, a reduced ability to perform work safely or effectively. The supplier is required to meet or exceed the expectations set out in Cenovus's Fit for Duty Policy, including ensuring that:

- Its workers are in a condition to carry out their day-to-day job duties safely and effectively without putting at risk their own health and safety, or the health and safety of other workers, the public, the environment or Cenovus assets.
- Safety issues are reported to their Supervisor and the Cenovus representative, if a worker has reasonable grounds to believe they or someone else is unfit for duty.

3. ACCESSING CENOVUS HEALTH AND SAFETY STANDARDS (INTELEX HS.03.01)

Cenovus's health and safety standards are accessible on the external website (link to Supplier H&S Document Page).

4. COMPLIANCE WITH LAW (INTELEX HS.04.01)

The supplier must, at all times during the performance and execution of the work, abide by and be responsible for meeting or exceeding the requirements of all applicable laws and ensure that all workers at the work site engaged in the work of their employer are aware of their responsibilities and duties under applicable laws.

The current version of applicable laws must be followed, including any required licensing of workers and inspections and certification of equipment.

5. SUPPLIER MANAGEMENT SYSTEM ISN (INTELEX HS.05.01)

During the term of any agreement with Cenovus, the supplier must establish and maintain an active subscription with ISN Software Corporation and have an acceptable rating satisfactory to Cenovus. The supplier must ensure information provided in ISN is current and applicable to the work conducted for Cenovus. The supplier is expected to periodically view the messages section of ISN and activate all email alerts from Cenovus and cascade relevant information to their field workers.

6. ALCOHOL AND DRUG STANDARD (INTELEX HS.06.01)

Cenovus is committed to protecting the health and safety of all individuals affected by our activities, as well as the communities in which we live and operate. We recognize that the use of alcohol, drugs, and certain medications can adversely affect job performance, the work environment, and the safety of our staff, suppliers, and the public.

The Supplier must develop and enforce alcohol and drug policies and procedures that comply with applicable laws and industry standards that meet or exceed Cenovus's A&D Program. This includes ensuring that the Supplier's personnel are fit for duty and free of alcohol, drugs, or medications which may cause impairment at all times while engaged in Cenovus business on Cenovus premises, when on call, when assisting with an emergency or when operating Cenovus vehicles and equipment.

Cenovus-specific processes and requirements
While working on a Cenovus work site, the Supplier and its personnel are expected to abide by the following.

A&D testing
Cenovus reserves the right to conduct testing including pre-assignment, post-incident or near miss testing, or reasonable grounds testing of the Supplier's workers. The Supplier must ensure that its personnel comply with any request for testing made by Cenovus in accordance with the A&D Program.

The Supplier is expected to:

- Have testing conducted at an accredited third-party testing facility.
- Transport personnel to the testing facility within the following timeframes:
- Samples for alcohol tests must be collected within eight hours of the event.
- Samples for drug test must be collected within 32 hours of the event.
- Provide Cenovus with a fitness for duty notification for any test situation.

- In addition to the foregoing, in cases of reasonable grounds testing of a Supplier's employee, the Supplier must retain records of the completed *Alcohol and Drug Testing Rationale Form* or its equivalent for a period of at least 2 years.

Refusing to comply with testing requirements is considered non-compliance with Cenovus's A&D Program. This includes engaging in any conduct which obstructs the testing process, such as:

- Failure to report or attempt to delay reporting for a test.
- Refusal to submit to a test.
- Refusal to agree to disclosure of a test result to Cenovus.
- Tampering with or altering any testing sample.

Testing Criteria

A **positive alcohol test** is one in which the blood-alcohol content is defined as follows:

Positive alcohol test results

Safety Sensitive Positions
>= 0.02 grams/210 litres of breath
All Other Positions
>= 0.040 grams/210 litres of breath

A positive drug test is one in which the amount of drug confirmed in a sample is at or exceeds the cut-off limits. The cut-off limits are as follows:

Positive drug test results

Drug	Initial Test Levels (ng/ml)*	Confirmation Test Levels (ng/ml)*
Marijuana Metabolites	50	15
Cocaine Metabolites	150	100
Opioid Metabolites		
Codeine	2000	2000
Morphine	2000	2000
Hydrocodone	300	100
Hydromorphone	300	100
Oxycodone	100	100
Oxymorphone	100	100
Fentanyl	20	2
6-Acetylmorphine	10	10
Phencyclidine (PCP)	25	25
Amphetamines	500	--
Amphetamine	--	250
Methamphetamine	--	250
MDMA[1]	500	250
MDA[2]	--	250

**A ng/ml means nanograms per millilitre. A nanogram is one billionth of a gram. A millilitre is one thousandth of a litre.*

1. *Methylenedioxymethamphetamine*
2. *Methylenedioxyamphetamine*

Positive oral fluid drug test results (COAA Model 2018)

Drug	Initial Test Levels (ng/ml)	Confirmation Test Levels (ng/ml)
Marijuana Metabolites (THC)	4	2
Cocaine Metabolites	20	8
Opioid Metabolites		
Codeine	-	40
Morphine	-	40
Hydrocodone	-	40
Hydromorphone	-	40
Oxycodone	-	40
Oxymorphone	-	40
Fentanyl	-	1
6-Acetylmorphine	-	4
Phencyclidine (PCP)	10	10
Amphetamines		
Amphetamine	-	50
Methamphetamine	-	50
MDMA[1]	-	50
MDA[2]	-	50

Drug screening is completed using a 10 panel + Fentanyl. The 10 panel is based on the US Department of Transportation and the Canadian Model for providing a safe workplace.

Tests for drugs must be administered by urine analysis and/or oral fluid analysis. A point of collection urine drug screening test may be administered provided appropriate adulterant checks are utilized and any result that is non-negative is forwarded to a certified laboratory for confirmation analysis. In the event of a non-negative result from urine drug screening, an oral fluid sample will be obtained and sent for lab-based confirmation analysis.

All testing must comply with the standards of this document and be conducted by accredited third party administrator laboratories certified by the US Substance Abuse and Mental Health Services Administration (SAMHSA).

Test	Screening Test (POCT)	Confirmation Test (Lab)
Alcohol		
Breath	Approved	Approved
Pre-Assignment/Pre-Employment/Site-Access		
Urine	Not Approved	Approved
Oral Fluid*	Not approved	Approved- Lab based only
Post Incident/Reasonable Cause		
Urine	Approved	Approved
Oral Fluid*	Not approved	Approved- Lab based only
Return to Work		
Urine	Not Approved	Approved
Oral Fluid*	Not approved	Not approved
*There are no oral fluid POCT device that meets screening recommendation. Accordingly Oral Fluid POCT devices are not permitted.		

Pre-assignment / pre-employment testing
The Supplier's personnel within safety sensitive positions must pass a pre-assignment/pre-employment alcohol and drug test as a condition of work in that position, whether as a condition of hire with their employer or as a result of a change from a non-safety sensitive to a safety sensitive position.

The Supplier's personnel with a break in service with their employer of greater than 90 days are required to be retested prior to commencing a safety sensitive position at Cenovus.

Upon request, the Supplier must be able to provide Cenovus with verification of the completion of pre-assignment / pre-employment assessments for all personnel that they intend to send to Cenovus.

Site-access testing
Cenovus also retains the right to request site access testing as needed for specific sites or projects.

Removal from and return to site / work
Any worker acting in contravention of the A&D Program may be denied access to or be removed from Cenovus's premises.

A discussion between the Supplier and Cenovus must take place prior to returning personnel that has been removed from a Cenovus work site due to a fit for duty related event.

Upon request from Cenovus, the Suppliers must provide assurance that any return-to-work plan has been completed satisfactorily.

Searches
Cenovus reserves the right as a condition of entry onto Cenovus's premises to conduct unannounced searches or inspections to the extent necessary to ensure compliance with its Fit for Duty Policy and its related standards and procedures. To detect, locate and mitigate drug, alcohol and other contraband possession, searches may be conducted on premises owned, contracted, or otherwise controlled by Cenovus.

Driving Charges

In addition to developing and enforcing their own alcohol and drug policies and procedures that meet or exceed Cenovus's A&D Program, including with respect to impaired driving, contractors and suppliers must promptly (within 24 hours of the occurrence) report to Cenovus any impaired driving situations that could affect their work for Cenovus, including:

- impaired driving charge,
- temporary loss or suspension of a driver's license for any reason, including as a result of any impaired driving charge, administrative driver's license suspension, road-side screening or otherwise,
- impaired driving conviction
- loss of license for any reason, including due to an impaired driving (or related offence) conviction

If a worker receives a charge or sanction while operating a company vehicle or while driving on behalf of Cenovus, Cenovus must be informed promptly and there may be an investigation undertaken. Action taken will be appropriate to the situation, up to and including termination of a service agreement.

The following may also result in termination of a service agreement:

- any loss of the license, where holding a valid driver's license is a condition of the contract; and
- failure to report a charge, conviction, or a loss or suspension of license

7. FITNESS FOR WORK (INTELEX HS.07.01)

The supplier is required to have implemented a fitness for work program. At a minimum, the supplier's fitness for work program will include:

- Guidance to ensure fit for work programs including awareness of roles and responsibilities and worker training, are applied consistently across the organization.
- Mechanisms to ensure workers can safely conduct work, considering the workers physiological, psychological, and physical state.
- Assessment of fitness for work on a pre-assignment and ongoing basis, post-incident or situations that warrant reasonable cause, and return to work scenarios.

8. WORKPLACE VIOLENCE AND HARASSMENT (INTELEX HS.08.01)

Cenovus does not tolerate any form of discrimination, violence, or harassment. The supplier is responsible for providing a work environment that is free of harassment, discrimination and violence and where individuals are treated with dignity and respect.

The supplier must have a violence and harassment program and prevention plan in place that meets regulatory requirements. Workers must be trained to recognize signs of both workplace violence and harassment, the procedures to eliminate and control the hazards associated with both workplace violence and harassment, as well as the procedures for reporting, investigating and documenting these events. The potential for workplace violence and harassment must be evaluated using the supplier's hazard assessment program and appropriate controls must be identified and implemented to eliminate, or if not reasonably practicable, control the hazards of violence and harassment.

All workers must report any unsafe or harmful work site act that occurs or has occurred, or an unsafe or harmful work site condition that exists or has existed.

9. SUPPLIER HEALTH AND SAFETY PROGRAM AND HSE PLAN (INTELEX HS.09.01)

The supplier must establish and maintain a health and safety program that includes necessary and appropriate safe work procedures, practices, codes of practice, standards and/or guidelines to carry out Cenovus-assigned work in a manner that safeguards the health and safety of supplier's personnel, subcontractors, Cenovus site personnel, authorized visitors, and other persons at or near the work site. As part of the health and safety program, the supplier will provide a listing of their key risks and the safe work procedures applicable to the work scope for review by Cenovus. If gaps are identified between Cenovus expectations and the supplier's, the supplier will be expected to document the gaps and the actions required to manage these gaps while work is being executed at the work site. This will form the basis of the HSE Plan.

The supplier is required to submit an HSE Plan prior to work execution to their Cenovus work site representative.

10. SUBCONTRACTOR MANAGEMENT (INTELEX HS.10.01)

The supplier is responsible for managing its subcontractors in accordance with its own, and Cenovus pre-approved, health and safety programs. The supplier is required to include an HSE schedule in its agreements that is acceptable to Cenovus. The supplier must ensure that it has a suitable subcontractor management program and the documentation to demonstrate that it has used its program when bringing subcontracted workers to Cenovus's work sites. The subcontractor management program must include processes for:

Evaluating and selecting subcontractors, using:

- A risk-based process to identify evaluation and selection criteria:
    - Minimum subcontractor (including supervision and workers) qualifications, capabilities, training requirements and certifications.
    - A process to evaluate a subcontractor's capability to comply with both Cenovus's requirements and those requirements outlined by the supplier.
    - Communication of both Cenovus's and the supplier's health and safety requirements, including:
        - Orientation and training requirements – Cenovus and supplier specific.
        - Site-specific rules and processes.
        - Communication of hazards, through:
            - Inclusion in safety meetings, toolbox meetings, etc.
            - Participation in and/or communication of hazard assessments.
            - Emergency response plans and drills.
- Ongoing monitoring of subcontractor's health and safety performance:
    - Key performance indicators.
    - Workers Compensation Board (WCB) status, and evaluation of their WCB Injury claims experience (premium rate statements).
    - Evaluation of 3-year rolling Total Recordable Incident Frequency (TRIF) and other applicable incidents/injury statistics.
    - Evaluation of insurance requirements.
    - Assurance activities:
        - The supplier's assurance program must include:
            - Prescribed assurance activities and supporting tools (audit instruments, subcontractor qualification activities, inspection templates, etc.)
            - A method to capture non-conformance and gaps to ensure timely follow up

Supplier's shall submit all proposed subcontractors and prequalification documentation to Cenovus' representative for review and approval prior to the execution of work.

11. COMMITMENT TO CONTINUOUS IMPROVEMENT (INTELEX HS.11.01)

Continuous improvement enables sustainable business performance improvement. Cenovus embraces continuous improvement mindset, methodologies, and tools to sustainably improve its operational and business performance through:

- Systematically identifying and prioritizing problems or opportunities to improve.
- Engaging people closest to the problems/opportunities to participate and deliver improvement activities.
- Applying a rigorous problem-solving methodology and 'right tools, right time' practice.
- Making continuous improvement a part of the way we work.

The supplier must have its own continuous improvement process with the intent of learning and improving. The supplier may be asked to participate in a Cenovus continuous improvement initiative.

12. DISABILITY MANAGEMENT PROGRAM (INTELEX HS.12.01)

The supplier must have implemented a disability management program that addresses how injured workers will be returned to the same or equivalent position in a timely and safe manner as can reasonably be accommodated by the business.

The supplier must establish the capability and appropriate policies, procedures, and practices to initiate and support injury case management issues, to return an injured worker to a meaningful level and type of work as soon as can be achieved, without causing harm to the recovering worker or endangering other workers. The injury case management process will require close liaison between the supplier, injured party and competent medical advisors. A discussion between the supplier and Cenovus must be in place prior to returning an injured worker to a Cenovus work site.

The supplier must extend the principles of injury case management to its subcontracted workers on Cenovus job sites.

13. RISK MANAGEMENT AND HAZARD ASSESSMENT PROGRAM (INTELEX HS.13.01)

The supplier must understand the hazards associated with the work that they will be conducting, as well as the risk(s) presented by the identified hazards.

The supplier must have a risk management program that incorporates structured processes for the identification, evaluation, control, and communication of hazards and the consideration of risk. The supplier's risk management program must include:

- Processes and tools to support the identification of workplace hazards.
    - Consideration must be given to the identification of health, safety, and environmental hazards.
- Processes and tools to support the evaluation of workplace hazard and assessment of risk.
    - Formal (job hazard analysis, risk assessments, critical task analysis, project hazard or risk assessments) assessments consider the hazards associated with critical tasks or those specific to a project or work scope.
    - informal (field level hazard assessment, hazard identification) assessment used to identify, assess, and control the hazards associated with day-to-day work activities.

        - Guidelines on when to conduct formal assessments versus informal hazard assessments activities.
        - Instruction regarding who needs to be involved in each type of hazard assessment.
        - Guidelines on when and where a hazard assessment should be reviewed or repeated.
    - Processes and tools to eliminate hazards or control risk to an acceptable level.
        - Guidelines on the development of hazard elimination and control.
        - Informal and formal methods to assess and quantify risk (e.g., risk matrix).
        - Systems for monitoring risk mitigation plans/controls for effectiveness.
    - Processes and tools to bring awareness to workplace hazards and communicate implemented hazard controls to impacted workers.
        - Formal and informal communication methods.
    - Processes and tools to measure the effectiveness of implemented controls.
        - Identification of roles and responsibilities.
    - Worker training.

14. HEALTH AND SAFETY COMMUNICATIONS PROGRAM (INTELEX HS.14.01)

The supplier must establish a health and safety communications program or process that incorporates health and safety focused meetings, group communications and individual communications where appropriate. All meetings are to be documented by the supplier and available for review by Cenovus upon request. Specific requirements will vary based on the nature of work being conducted by the supplier. Required onsite supplier meetings include:

- General site health and safety meetings hosted by the supplier and attended by all supplier and subcontractor personnel.
- Pre-job or toolbox/tailgate meetings:
    - At the start of each day.
    - Before any new work activity and when there has been a change in work activities for that day.
    - At shift change.
    - When a new worker joins the workgroup.
- Supplier incident review meetings.
- Cenovus meetings:
    - The supplier must arrange for the attendance of key supplier personnel, supplier safety specialists and other supplier personnel as required by Cenovus.
    - Cenovus may require suppliers to participate in Cenovus worksite safety initiatives or campaigns, such as Cenovus's Start Safe and Life-saving rules, Dropped Objects campaigns, etc.
- Joint Health & Safety Committee meetings.
    - The supplier may be expected to participate and co-operate with any occupational health committee or the occupational health and safety representative at the place of employment for the purpose of resolving concerns on matters of health, safety and welfare at work.

15. INCIDENT MANAGEMENT (INTELEX HS.15.01)

The supplier must specify requirements to allow workers to effectively respond, notify, investigate, determine root cause analysis, develop corrective action(s) and communicate learnings for all incidents and near-miss incidents.

At a minimum, the supplier will have an incident management program that will include:

- Guidance on the steps to take to respond to an incident.
- Procedures to ensure that the incident is immediately reported and classified, including:
    - Internal reporting requirements.
    - External reporting requirements
    - Client-specific reporting requirements.
        - Energy Safety Canada's Health and Safety Metric Guideline must be used for classification determination.
- Guidance on the types of events that require investigation and steps to take to conduct an investigation.
- Methods to be used to determine incident root cause(s).
- Requirements to develop corrective actions to prevent reoccurrence.
- Requirements to communicate incident learning outcomes to all workers.
- Methods to ensure that investigation learning outcomes and corrective actions are effective in preventing recurrence or reducing the risk to an acceptable level.
- Roles and responsibilities of supplier workers, supervisors, leadership and subcontractors concerning incident management.
- Training and competency requirements for those who lead investigations or are a member of the investigation team.

The supplier is responsible for all subcontractor incidents that occur while on a Cenovus worksite.

Incident management expectations of the supplier while on Cenovus work site

Cenovus has identified specific incident management expectations for suppliers working on Cenovus worksites.

Stage	Supplier expectations
Respond	• Stop work and secure the incident scene to protect people, seek medical attention as required, and preserve evidence. • Immediately report all incidents that occur within their company, or a subcontractor, while performing work for Cenovus. A representative of the supplier is expected to verbally contact their appropriate Cenovus representative to report the event.
Notify	• Provide an email or other form of appropriate electronic correspondence that documents known facts, immediate actions and the investigation plan within four hours of the incident or in a timeframe determined by the Cenovus representative.
	• Cenovus will execute any regulatory external reporting, as required. The supplier, as the employer, must still adhere to their applicable external reporting responsibilities as defined by regulatory bodies. .
Investigation & determining the root cause	• Cenovus reserves the right to determine the classification of incidents if required. • Cenovus reserves the right to investigate all incidents that occur on a Cenovus work site. Cenovus has established risk-based investigation processes that will be followed in the event of a supplier incident: Incident investigations: • Cenovus may accept a supplier's investigation if the supplier's incident management processes and procedures meet or exceed Cenovus's standards. • When an investigation is conducted by a supplier, the supplier must:

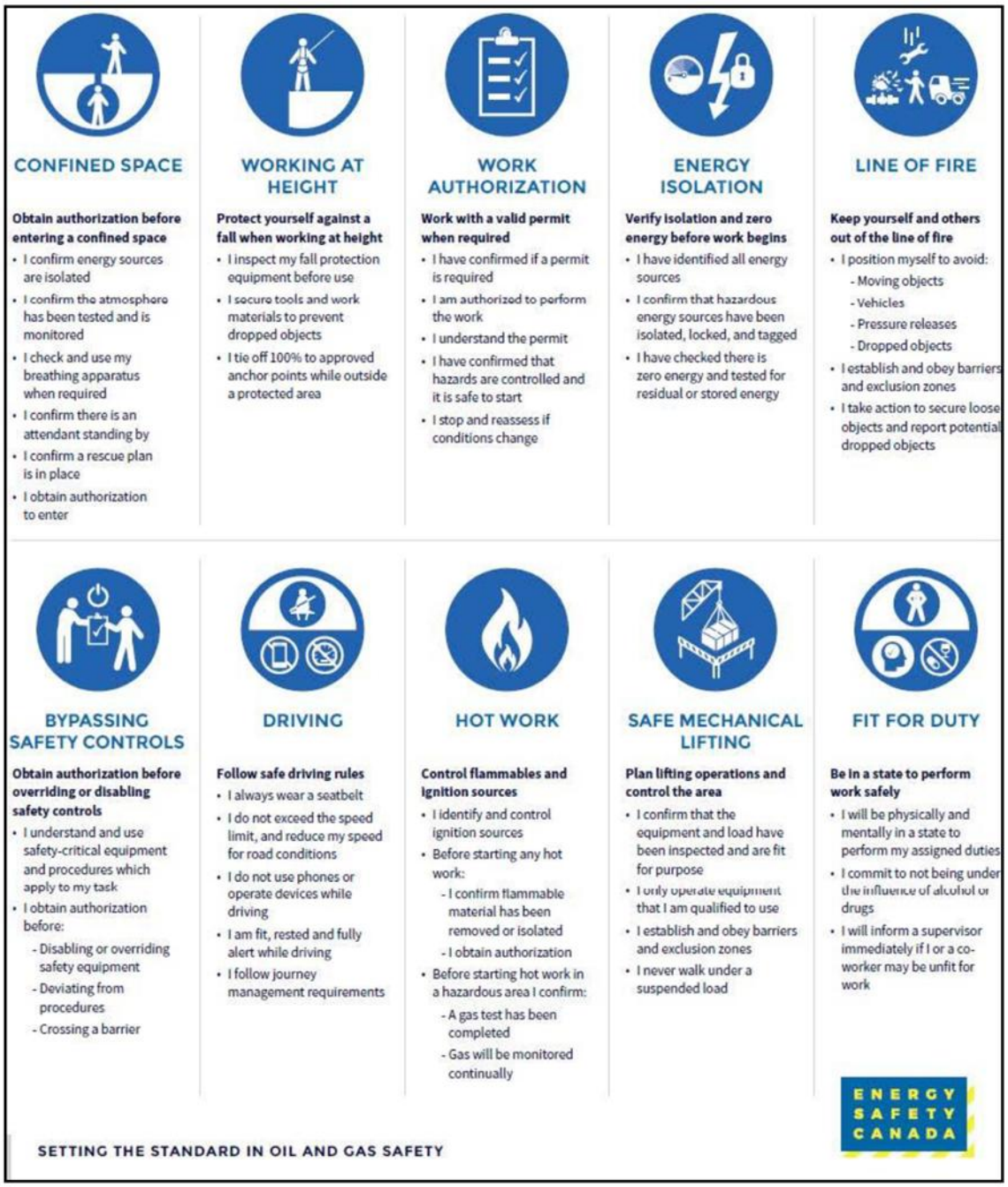
	• Certify that their workers participating in incident management and investigation activities have adequate training and competencies that meet or exceed Cenovus's standards. • Implement a process whereby the senior representative for the supplier company participates in all investigations related to recordable injuries or illnesses, and significant incidents. • Immediately commence incident investigation upon a report of the event to collect evidence, conduct interviews, take pictures, etc. • Determine the root cause(s) of all incidents and demonstrate how this conclusion was reached. • In the final written report, include quality investigation results, corrective actions and plans to verify corrective action effectiveness. • Significant incident investigations. Cenovus will investigate all significant incidents. • Suppliers may be asked to participate in Cenovus-led investigations but are expected to conduct and provide to Cenovus their investigations for all incidents. • Suppliers must provide Cenovus with any additional evidence or documentation related to an incident or an incident investigation that occurs at a Cenovus work site. • Completed incident investigation (both for low-impact and significant), including applicable root causes and identified corrective actions must be completed and submitted to Cenovus within a timeframe determined by the Cenovus function/ business group.
Learn & share	• Suppliers may be required to participate in, and present incident lessons learned at Cenovus sponsored incident review meetings.

16. ADHERENCE TO LIFE-SAVING RULES (INTELEX HS.16.01)

Cenovus has adopted Energy Safe Canada's Life Saving Rules across all its operations. The simplified set of Life Saving Rules provides industry workers with specific actions to protect themselves and colleagues from fatalities or serious injuries. Cenovus's Life Saving Rules are set out below. The supplier must ensure its workers:

1. Complete the mandatory Life Saving Rules Training located in CenovusLearns prior to arriving on site.
2. Comply with the Life Saving Rules when performing Services for Cenovus
3. Report all Life Saving Rules violations to the Cenovus representative.
4. Implement and adhere to a consequence management plan to address situations when the Life Saving Rules are not followed.

Cenovus may require suppliers to participate in Life Saving Rules implementation.



17. EMERGENCY RESPONSE (INTELEX HS.17.01)

The supplier must familiarize itself with Cenovus's emergency response processes, specific for the work site(s), in addition to creating a Work Site Emergency Response Plan specific to the work. The supplier's Work Site Emergency Response Plan must align with Cenovus's site or asset Emergency Response Plan and as a minimum, the following must be included:

- Potential hazards on the work site;
- Procedures for responding to identified emergency situations;
- Location and instruction for use of any emergency equipment;
- Location of emergency facilities (muster areas and medical treatment facilities);

- Alarm and notification protocol;
- Fire protection requirements; and
- Designated emergency response personnel.

The supplier must also indicate to Cenovus how it maintains its level of emergency preparedness by documenting the type and frequency of any drills that will take place on a Cenovus work site. The supplier must notify Cenovus in advance of any drills a supplier is going to execute on Cenovus's work site. Cenovus reserves the right to require drills to be rescheduled or deferred due to conflict or confusion on work sites with multiple work groups or where there is a high-risk operational activity going on. The supplier may be required to participate in Cenovus-led emergency response drills or scenarios.

18. WORKSITE HEALTH & SAFETY STAFFING, ORIENTATION & SITE ACCESS (INTELEX HS.18.01)

The suppliers must indicate if support is to be provided at the site and/or from the supplier's corporate or field office. Cenovus may require dedicated health and safety personnel for the duration of the work.

- ORGANIZATIONAL CHARTS

The supplier must provide to Cenovus upon request, an organizational chart demonstrating roles related to the contract scope delivery, including Contract Owner, Contract Site Representative / Supervisor, Contract support, and H&S support.

- WORKER ORIENTATION

The supplier is responsible to ensure its workers are properly orientated to the supplier's and Cenovus's health and safety requirements. The orientation of all supplier workers is to take place prior to or upon arrival at a work site through a work site orientation.

To complete the Cenovus-provided orientations and training, visit CenovusLearns located on www.cenovus.com. Proof of orientation completion must be retained on the Worker.

- WORK SITE ACCESS

Prior to entering a Cenovus lease or plant site, the supplier must first contact the authorized Cenovus work site representative for permission to enter the location.

19. TRAINING AND COMPETENCY (INTELEX HS.19.01)

The supplier is responsible to have an effective competency and training program that ensures that its workers are adequately trained with the necessary knowledge and skills to perform their jobs safely. The supplier is responsible for providing safety and job-specific training for its workers at its cost unless otherwise agreed. The program must ensure its workers are competent to perform their duties or are directly supervised by a competent person. The program will include a matrix or table that meets Cenovus's requirements for basic health and safety training, regulatory and manufacturer requirements for its workers including subcontractors. Additionally:

- The supplier is expected to maintain an organizational chart or table that lists job titles or roles and specific competencies (minimum qualifications and training) for each role.
- The supplier's supervisor competencies will align with recognized industry best practices.
- The supplier is expected to document certification, training, and on-the-job training required and received by their workers and subcontracted workers.

- The supplier's training program will state that workers are required to be tested to verify competency before performing tasks independently.
- The supplier is to establish and maintain a worker health and safety training and competency record indicating the person's name, the training course title or type of competency assessment, date completed, and when refresher training / competency assessment is due/expired.
- The Supplier must be able to show a Cenovus representative the matrix and proof of training and competency records prior to the execution of the work and at regular intervals deemed by the Cenovus site representative.

20. WORKPLACE AND EQUIPMENT INSPECTION PROGRAM (INTELEX HS.20.01)

The supplier must have a workplace and equipment inspection program used to identify and correct deficiencies for all supplier supplied equipment that ensures:

- Focused inspections such as workplace condition, equipment (e.g., transfer hoses), tools, personal protective equipment, substandard/unsafe conditions, etc. including verifying that equipment and materials are fit for its intended use.
- Inspection schedule and/or frequency.
- How inspections are recorded so that deficiencies can be tracked to closure.
- Associated forms.
- Worker instruction and training related to performing inspections.

Cenovus may require suppliers, in conjunction with Cenovus representatives, to have its site management team conduct inspections at defined frequencies based on the risk of work.

Inspections records must be available to Cenovus when requested.

21. WORK AUTHORIZATION AND PERMITTING (INTELEX HS.21.01)

The supplier is required to adhere to the Cenovus site's work authorization and/or safe work permit process for all work sites where Cenovus has operational control. The supplier must ensure that any workers who perform work on a Cenovus work site receive the appropriate work authorization and/or Cenovus safe work permit on behalf of their company. The supplier's representative must complete the applicable permit "holder" or "receiver" training for that site.

22. CRANES, HOISTS AND LIFTING DEVICES (INTELEX HS.22.01)

If the supplier's scope of work includes the use of cranes, hoists and lifting devices, the supplier must have a crane, hoist and lifting device program that ensures:

- All work adheres to the Cenovus Crane, Hoists and Lifting standard, as well as site specific requirements.
- The supplier's procedures or standards shall meet or exceed Cenovus' requirements and local jurisdictional Occupational Health and Safety legislation.
- Manufacturer operating instructions, manuals, logbooks, inspection records, and/or applicable engineering assessments shall be made readily available to workers operating cranes, hoists, crane equipment, or installing rigging.
- Cranes, hoists, and rigging shall be inspected prior to use and any defective or damaged equipment must be removed from service.
- The supplier shall ensure that workers involved in the use of cranes, hoists, and rigging activities are trained and competent. Any lifting and rigging device shall be operated by a trained and competent

worker.

- Prior to any lifting activities, all lifts shall be properly classified according to the Cenovus Crane, Hoists and Lifting standard, and managed according to the criteria and requirements for each lift.
- A lift plan shall be completed for all lifts, regardless of the lift category. Additional lift forms may be required upon the discretion of the Lift Supervisor.
- The Crane Operator shall verify the ground bearing capacity, the presence of underground utilities, and identify ambient conditions. Underground utilities shall be marked to ensure placement of cranes and other heavy equipment does not result in damage to underground utilities.
- All crane, hoisting, and rigging work near energized electrical equipment or overhead power lines shall follow the Cenovus Crane, Hoists and Lifting Standard, the Electrical Safety Standard, and the applicable site-specific encroachment practice.
- Personnel hoisting or lift basket planning shall be completed using a lift plan and Lifting of Personnel Authorization Form, approved by the Lift Supervisor. In addition, a valid safe work permit shall be obtained, and pre-lift meeting held before executing a lift.
- Personnel lifts shall not exceed 50% of crane, hoisting and rigging equipment capacity and a trial lift must be performed prior to hoisting any personnel. Personnel baskets must adhere to manufacturer's spec's or certified by a competent engineer.
- An exclusion zone around the crane and hoisting equipment shall be established to protect workers from the hazards associated with dropped objects and the movement of the crane, hoist, and load. The exclusion zone shall be barricaded with ribbon, signs, or otherwise physically controlled to prevent access of non-essential personnel, pedestrians, and vehicle access to the exclusion zone.
- At no time may a person stand or reach under a load.
- Lifting over personnel is strictly prohibited.
- Non-conductive tag lines shall be used to ensure the load is under control throughout the lifting operation.
- Softeners shall be placed between slings and sharp edges to prevent damage to slings.
- Cranes, hoists and rigging equipment shall meet the appropriate ASME B30 standard and be commercially manufactured for lifting and rigging or be signed and certified by a competent engineer.
- Cranes, hoists and rigging equipment shall legibly show the manufacturer’s name, trademark, and rated capacity.

23. FALL PROTECTION (INTELEX HS.23.01)

If the supplier’s scope of work includes working at heights the supplier must have a fall protection program which includes:

- An inventory of work tasks where the sites working at heights threshold is exceeded. Thresholds must be confirmed with site leadership prior to executing any work at heights.
- For each task identified a fall protection strategy must be described in the form of a fall protection plan. The plan must include:
    - Fall hazards related to each task.
    - Fall protection devices and systems assigned to control the hazards.
    - Anchor points for fall arrest, fall restraint, travel restraint systems.
    - Clearance distance and swing factor calculations for fall arresting systems.
    - The planned use of exclusion zones and guard rails.
    - Fall protection equipment use and maintenance instructions.
    - Fall recovery and rescue plans including rescue equipment, rescue personnel, and rescue procedures.
    - Methods to protect workers below from dropped objects.

        - Required training, certification and competency of workers.
    - An inspection program for fall protection equipment. The inspection program must cover end user pre-inspection and regular certification of fall protection equipment that must meet or exceed manufacturers specifications.

24. CONFINED AND RESTRICTED SPACES (INTELEX HS.24.01)

If the supplier's scope of work includes working in confined and / or restricted spaces, the supplier must have a confined space code of practice or program that includes:

- Definitions of confined and restricted space in alignment with Cenovus and/or regulatory definitions.
- Instructions to workers on how to identify these spaces and to never enter without the proper precautions in place.
- Instructions detailing permitting requirements when working in a confined or restricted space.
- Detailed training requirements that meet or exceed Cenovus's standard.
- A process outlining the expectations for planning a confined and/or restricted space entry, including:
    - A pre-job field level hazard assessment must be conducted prior to the confined space entry.
    - A pre-job review meeting must be held to review the job scope, potential hazards and hazard control methods, as well as emergency protocols.
- Confined and/or restricted space best practices, including:
    - When the work inside a confined space is finished, workers must check the space to ensure no tools or workers have been left behind
    - All confined space entry work at Cenovus sites will be authorized using Cenovus's safe work permitting process.

The supplier must comply with the provisions of the Cenovus confined space standard and associated permit for confined or restricted spaces where Cenovus is the owner and/or operator. If the confined or restricted space is not owned and/or operated by Cenovus, the equipment owner must develop and implement a confined space code of practice or program that meets the requirements of the applicable Cenovus standard and local regulatory requirements.

25. CONTROL OF HAZARDOUS ENERGY (INTELEX HS.25.01)

If the supplier's scope of work includes working with hazardous energy, the supplier must have a control of hazardous energy program which includes:

- Procedures involved and the level of competence required to maintain, service, repair and test all machinery and equipment for which the supplier is responsible.
- Providing personal locks for their workers.
- Identification of all hazardous energy sources (electrical, mechanical, pressure, chemical, radiation, biological, motion and noise) applicable to equipment and work scope.
- Strategies and control procedures (LOTO) for each potential energy source.
- Procedures for verifying isolation, zero energy and testing.
- Emergency response for source isolation and release/spill response.
- Awareness of and adequate training for, worker competency requirements.
- Standard operating procedures for pigging and hydro testing of process piping and transportation (including collection and distribution).

The supplier must comply with Cenovus's energy isolation processes when working on Cenovus owned and/or operated process systems, equipment, pipelines, and piping that contain or have the potential to contain hazardous energy.

26. GROUND DISTURBANCE (INTELEX HS.26.01)

If the supplier's scope of work includes ground disturbance activities, the supplier must include the following in their ground disturbance program:

- Identification of underground and overhead utilities.
- Line locates and limits of approach requirements.
- Isolation and insulation opportunities.
- Hazards associated with digging/excavation equipment.
- Spotting and daylighting procedures.
- Excavation hazards and classifications (confined space/restricted area/ hazardous atmosphere).
- Awareness and competent worker level training requirements appropriate to the work activity.
    - Ground Disturbance 101 (Level 1) is required for any worker involved in planning or execution of ground disturbance activities, excluding supervisor.
    - Ground Disturbance 201 (Level 2) is required for any worker involved in the supervisor of ground disturbance activities.
    - Training and certification must be provided by a course provider endorsed by the Utility Safety Partners. Other certificates for ground disturbance will not be recognized on a Cenovus work site.
- Provision of a ground disturbance supervisor.
- Rescue procedures, equipment, and assigned rescue personnel.

27. HOT WORK PROGRAM (INTELEX HS.27.01)

If the supplier's scope of work involves the use of potential ignition sources used within classified areas, the supplier must have a Hot Work Management program that includes:

- Hot work permitting.
- Identification of hazardous areas and tasks.
- Hazard and task risk assessment:
    - Identification and control of ignition sources including, but not limited to, open flame, sparks, hot slag, motor vehicles, powered mobile equipment, electricity (including static), etc.
    - Identification of hazards and controls for: flammable, combustible, and explosive substances likely to be present, including wellbore and downhole explosion hazards if applicable.
- Control techniques applying the hierarchy of controls.
- Atmospheric monitoring (gas detection) equipment considering:
    - Portable gas detection provides life safety warning against unsafe oxygen level and flammable and toxic gases and vapors.
    - Atmospheric monitoring (gas detection) equipment use and repair.
    - Portable gas detectors should not be used for process stream gas sampling unless specifically designed to do so.
    - The selection of a gas detector must consider the advantages and limitations of the underlying technologies and be appropriate for the atmospheric hazards present.
    - Properly trained personnel and calibrated and maintained gas detection equipment is required.
    - A 4-head monitor, worn in the breathing zone, capable of detecting H_2S, LEL, CO, and O2 is required for personal gas detection.

        - Site-specific hazards that dictate the addition or removal from the default 4 sensors require a risk assessment.
    - The use of vehicles and powered mobile equipment within classified areas.
        - The use of all vehicles and powered mobile equipment within a classified area requires a hot work permit.
        - Positive air shut-off devices are required to be installed and functioning on all diesel engines used within classified areas.
    - The use of non-intrinsically safe tools and equipment (including cellular phones) in classified areas requires a hot work permit.
    - Grounding and bonding requirements.
    - Fire Watch requirements.
    - Firefighting equipment requirements.
    - Worker training and competency assessment in the Hot Work Program.
    - Required responses to alarms.
    - Emergency response plans in the event of fire or explosion.
    - Welding:
        - Prevention of “contact with” type welding hazards.
        - Spark and slag control strategies.
        - Protection of workers and bystanders from welder’s flash and sparks.
        - Ventilation, purging, and inerting requirements.
        - Required PPE.
            - Welding helmets or shields must be worn in combination with an approved hard hat if there is a foreseeable danger to the worker’s head. If it is impractical for the worker to utilize the combination headgear during a work process, then an alternative means of overhead protection is to be established.
            - If a welding helmet or shield is used by itself to complete a process, then approved industrial headgear must be worn immediately after completing the work process and leaving the area.

28. ELECTRICAL WORK (INTELEX HS.28.01)

If the supplier’s scope of work includes electrical work, the supplier must have an electrical safety program that:

- Aligns with Energy Safety Canada’s Electrical Safety: A Program Development Guideline.
- Ensures electrical worker competency in electrical safety following one or more of the following:
    - CSA Z462, or NFPA 70E.
- Includes adherence to the applicable electrical safety requirements for the site when performing electrical work.
- Ensures electrical workers meet the applicable electrical safety training requirements for the site.
- Ensures training must be documented, and the supplier must provide copies of the documentation or a written declaration stating that their workers have the necessary electrical safety training.

29. COMPRESSED GAS CYLINDERS (INTELEX HS.29.01)

If the supplier’s scope of work includes the use of compressed gas cylinders, the supplier must include a plan that must include that:

- Cylinders must be transported and handled in accordance with all applicable laws.
- Cylinders being stored, transported or used must be in an upright position secured to some substantial stationary object or structure by a chain or other suitable means capable of supporting the weight of the cylinder.

- Proper lifting cradles or a suitable platform are used when hoisting cylinders by a crane, derrick or other mechanism. Do not lift a cylinder by the valve cap. Never sling with ropes or chains or lift with electromagnets.
- Cylinder valves must be closed, and the hoses depressurized when the cylinders are not in use.
- Cylinders must have valve protective caps in place whenever they are not connected for use or while they are being transported.
- Cylinders are stored in designated areas as per jurisdictional requirements.

30. FIRST AID (INTELEX HS.30.01)

The supplier is expected to meet or exceed the minimum first aid requirements regulated by applicable laws. This means having the necessary equipment, supplies, trained personnel available and transportation plans in place while conducting work on a Cenovus work site.

31. PREVENTATIVE MAINTENANCE PROGRAM (INTELEX HS.31.01)

If the supplier's scope of work includes supplier supplied powered mobile equipment (aerial work platforms, off-highway vehicles/all-terrain vehicles, and motor vehicles), the supplier must have a preventative maintenance program for inspecting and maintaining all supplier supplied powered mobile equipment that includes:

- Vehicle inventory, including required safety equipment.
- Preventative maintenance plans for each type of vehicle.
- Qualifications to perform various levels of vehicle inspections.
- Operator certification and training requirements.
- Availability of operator's manual.
- Visual, pre-use inspections, including safety devices such as horns, back up alarms, grounding cables, and positive air shutoff (PASO) for diesel equipment.
- Periodic mechanical inspections.
- A process for reporting defects and tagging out of vehicles/ equipment to protect against unintentional movement when not in use.
- A process to track repairs or service orders and return to service.

Records will be maintained by the supplier as part of their preventative maintenance program and available to Cenovus upon request.

32. MOBILE EQUIPMENT (INTELEX HS.32.01)

If the supplier's scope of work includes the use of power mobile equipment, the supplier must have a powered mobile equipment program that ensures:

- Equipment is of sufficient size, strength, design and made of suitable materials to withstand stresses imposed on it during its operation and to perform the function for which it is intended and designed.
- Equipment's rated capacity, or other limitations on the operation of the equipment, or any part of it as described in the manufacturer's specifications or specifications certified by a professional engineer, are not exceeded.
- Modifications to equipment that may affect its structural integrity or stability are performed in accordance with the manufacturer's specifications or specifications certified by a professional engineer.
- Equipment is operated by trained and competent personnel.

- Equipment is to be inspected for suitability and compliance with applicable laws prior to being dispatched to the work site.
- Equipment arrives at the work site with a document attesting to the inspection findings and closure of action items.
- That official documents for all equipment that requires certification by a regulatory body must be retained in the supplier's records and be produced to Cenovus upon request.

33. SCAFFOLDING (INTELEX HS.33.01)

If the supplier's scope of work includes the use of scaffolding, including installing and dismantling scaffolding, the supplier must have a scaffolding program that ensures:

- At a minimum, all scaffolds must be constructed in accordance with applicable laws, the manufacturers specifications and Cenovus requirements.
- Scaffolding and platforms are erected by a competent worker.
- A process to ensure scaffold tags evidencing inspection and identifying any known hazards are affixed to the scaffold in a visible location, clearly legible, dated and signed by the qualified, authorized and competent person who conducted the scaffold inspection. Cenovus may randomly audit scaffold tags.
- Instruction/ training is provided to workers dependent on their duties regarding scaffolding (i.e., erection or use).
- Simultaneous work must not be conducted on the ground or on any levels below the working lift where the scaffold is still being erected. Protection from dropped objects must be installed during the scaffold erection.
- Scaffolds do not come into the proximity of overhead power wires.
- Conformance to the site's minimum clearance distances.

Scaffolds must be erected to comply with legal and regulatory requirements, in addition to CSA Standards, and be capable of supporting their own weight and at least four times the maximum intended load to be applied or transmitted to the scaffold and components.

34. PORTABLE LADDER SAFETY (INTELEX HS.34.01)

If the supplier's scope of work includes the use of portable ladders including step ladders, the supplier must have a portable ladder program that:

- Ensure ladders are supplied and used in accordance with applicable laws and manufacturer specifications.
- Include instruction/ training regarding the safe use of various ladders.
- Include alternate equipment to use instead of ladders.
- Ensure proper selection of ladders.
- Ensure proper setup and usage of ladders.
- Include inspection requirements of ladders.
- Include use of fall protection when working from a ladder.

35. PERSONAL PROTECTIVE EQUIPMENT (PPE) (INTELEX HS.35.01)

The supplier must ensure that proper personal protective equipment and clothing is available to all workers in accordance with site requirements. Additionally, the supplier's PPE program must:

- Include instructions on the use of PPE as a control measure to protect workers from hazards identified through their hazard assessment process.

- Ensure workers properly use and wear the correct PPE
- Ensure PPE is in a condition to perform the function for which it was designed
- Provide appropriate training for its workers for the selection, use, inspection, care and maintenance of PPE in accordance with applicable laws.

36. OCCUPATIONAL HEALTH MANAGEMENT REQUIREMENTS (INTELEX HS.36.01 – HS.36.11)

The supplier must have an occupational health program that ensures the health and wellness of its workers. The primary elements that need to be addressed in the occupational health and wellness program include the below.

Occupational Health Surveillance

Occupational health surveillance is a program comprised of occupational health assessments which are focused on the job position, its hazards and potentially related illnesses and applicable health screening. The supplier must ensure that the occupational risks and exposures associated with the scope of work are understood and appropriate health assessments and screenings are implemented. Occupational health assessment are to be carried out for individuals:

- assigned to occupations that have an inherent element of risk to their health or safety, such as offshore, remote or safety sensitive roles.
- before postings to isolated, remote or foreign locations.
- potentially exposed to hazardous substances or infectious agents during the course of employment
- where a standard, or guideline provides that such evaluations may be required or when requested.

Protocols for the occupational health assessments must be based on jurisdictional legislation and/or professional practice guidelines and/or industry best practices. The occupational health assessments must be carried out by a competent occupational health professional.

Occupational Hygiene Program

The supplier must conduct an occupational health and hygiene hazard assessment for work sites and selected tasks to identify and create an inventory of work site health hazards. This must determine the medical fitness for work requirements and determine the prevention measures that will be required. An occupational hygiene program must be established to deal with any high and medium health risks identified by the assessment.

Hazardous Products Management Program

The supplier must maintain a hazardous products management program that meets the requirements of the Workplace Hazardous Materials Information System 2015 (WHMIS 2015).

The supplier must develop, implement, and maintain a worker WHMIS education and training program. This education and training is required for the hazardous products workers work with, or for products that workers may be exposed to at work.

Hazardous products will be identified and tracked from arrival at the work site to eventual consumption in the process or disposal. The supplier will ensure that hazardous products are disposed of in accordance with Cenovus's and legal/regulatory requirements.

The supplier is required to obtain approval through Cenovus's Chemical Approval Process before any hazardous products are brought to a work site. Supplier must provide its Cenovus representative with a copy of the Safety Data Sheet (SDS) to gain approval.

The supplier must store all hazardous products in appropriately labelled containers complete with secondary containment or equivalent, provided by the supplier. Cenovus reserves the right to review storage and handling practices of hazardous products for any supplier on Cenovus work sites.

Hazardous Substances Requiring a Code of Practice
The supplier is expected to have a code of practice or program for the following hazardous substances known to be present at Cenovus work sites if its work involves the storage, handling, use or disposal of:

- Asbestos
- Benzene
- Hydrogen Sulfide (H_2S)
- Crystalline Silica

Asbestos Program
If the supplier is working at a Cenovus work site where asbestos may be encountered, the supplier is expected to have its own asbestos program or awareness materials in place. The supplier is responsible for:

- Reporting damaged asbestos containing material (ACM), or any material missing asbestos warning signage, to its supervisor or Cenovus work site representative.
- Understand how ACM is labelled.
- Reporting to its supervisor any accidental release of ACM and stopping work as necessary.
- Complying with all legal and regulatory requirements outlined in the health and safety regulations for asbestos in the jurisdiction where the work is being conducted.

Benzene
If the supplier is working at a Cenovus work site where benzene may be encountered, the supplier is expected to have its own benzene program or awareness materials in place. The supplier is responsible for:

- Reviewing any practices and procedures provided to it by Cenovus.
- Applying information from practices and procedures through its immediate supervisor.

Hydrogen Sulfide
If the supplier is working at a Cenovus work site where H_2S may be or is known to be present, the supplier is expected to have a program or awareness materials to educate its workers regarding the applicable hazards and control measures. Workers must be fully knowledgeable of the correct procedures to follow and be aware of the measures to protect themselves and their co-workers.

Suppliers are responsible for:

- Complying with all Cenovus safe work procedures, operating practices and rules as provided when site work begins.
- Ensuring its workers meet the training requirements.
    - Those who supervise and / or perform work with or in proximity to sour materials including transportation of sour products are required to have a valid Energy Safety Canada's H2S Alive certification.
    - Suppliers working at a Cenovus work site where H2S is present, but their tasks do not take them out to operating areas other than on the odd occasion, are required to complete an H2S awareness course and be always accompanied by an operator.
- Being aware of all potential release points, as identified by Cenovus.
- Wearing and correctly using the required personal protective and respiratory protective equipment.

- Immediately evacuating to designated muster points should their personal monitor alarm or the facility's H_2S alarms be triggered.

Crystalline Silica
If the supplier is working at a Cenovus work site where crystalline silica may be encountered, the supplier is expected to have its own silica program or awareness materials in place. The supplier is responsible for:

- Complying with all Cenovus safe work procedures and rules for materials containing crystalline silica.
- Complying with all legal and regulatory requirements outlined in that jurisdiction's health and safety regulations for crystalline silica.

Respiratory Protection Program
The supplier must implement and maintain a Respiratory Protection Program (RPE) for work sites where respiratory hazards exist to ensure that its workers are physically able to use respirators safety and effectively.

The program must include medical assessments to determine the ability of workers to wear RPE. The medical assessment must include physical and psychological assessment and pulmonary function test to confirm that workers can use RPE without harm or discomfort. The supplier is responsible for:

- Ensuring that fit testing is conducted and complies with CSA Z94.4-02 Selection, Use and Care of Respirators.
- Ensuring that workers can provide proof of physical and medical fitness to safely use RPE.
- Ensuring that workers can provide proof of fit testing.
- Ensuring that workers can provide proof of RPE training.
- Ensuring that workers are acceptably clean shaven.

Hearing Conservation Program
All Cenovus work sites have areas where there is high noise exposure. The supplier must implement and maintain a hearing conservation program. The supplier is responsible for:

- Ensuring that workers are provided with appropriate hearing protective devices (i.e., ear plugs or earmuffs) and that workers are instructed on their proper use.
- Ensuring that workers undergo audiometric testing, when required.

Naturally Occurring Radioactive Materials (NORM)
Oil and gas extraction and processing can create conditions that allow NORM to accumulate, leading to elevated levels of radiation that may pose a health and safety risk. If the supplier is working at a Cenovus work site where NORMs may be encountered, they are expected to have a NORM awareness program in place.

Temperature Extremes
Working in hot or cold conditions creates stress on the worker and can pose serious health risks. Fitness to work assessments must include an assessment of any potential limitations to working in hot or cold environments. The supplier's health and safety program must include a temperature extreme program or awareness materials to ensure workers are aware of the hazards.

Pandemic Planning and Response
The supplier must implement, maintain and communicate a pandemic planning and response program. The program must address the following:

- Vaccination expectations.
- Health screening and rapid testing (where applicable) requirements.

- Masking and physical distancing requirements.
- Illness reporting and transportation of ill personnel protocols; include detailed journey management plan.
- Isolation and site restrictions requirements.
- Return to work clearance protocol.
- Pandemic cleaning and disinfection protocols.
- Awareness and training expectations.
- Workforce outbreak management.

The supplier must notify its Cenovus representative if an outbreak has impacted the company's ability to perform its service for Cenovus.

The supplier is expected to review the Cenovus external website (www.cenovus.com) on a frequent basis and familiarize themselves and inform their workers on Cenovus's Covid-19 protocols, standards and guidelines.

37. DRIVING SAFETY (INTELEX HS.37.01)

If the supplier's scope of work includes driving, the supplier must have a driving safety program which will ensure:

- All drivers have a valid driver's license that is correct for the class of vehicle being operated.
- Driver abstracts are reviewed and evaluated for risk exposure and mitigations put in place, if required.
- Drivers must obey all applicable traffic safety laws and associated regulations and must drive according to the weather and road conditions.
- Handsfree devices and equipment is permitted with the use of one touch or voice activated capability and shall be used for short business use only. Handheld radio use for communication is allowed as determined by the business function.
- Programming of global positioning systems (GPS) or other geolocation devices, portable audio players and vehicle displays while operating a vehicle is prohibited.
- All occupants must wear their seat belts while in a moving vehicle.
- Vehicles operating in hazardous areas require a hot work permit.
- When applicable, the supplier must have a journey management program in place that addresses and mitigates any risks associated with a journey, including when road travel should be limited (i.e., at night, in adverse weather conditions). The program must also address that another person is aware of the journey and that there is a reliable method of communication with predetermined check-in times.
- Drivers are responsible for maintaining their vehicle in safe operating condition and keeping their vehicles clean, neat and tidy.
- Drivers are responsible to ensure adequate securement of all cargo inside and outside of the cab.
- Pre-use inspections and/or walkarounds must be conducted before operating vehicles.

38. COMMERCIAL VEHICLE SAFETY (INTELEX HS.38.01)

The supplier must ensure that workers who operate vehicles with a gross vehicle weight (combination of truck and trailer) over 4500 kgs. must adhere to commercial vehicle regulations in their jurisdiction including the National Safety Code (NSC) and ensure:

- Commercial vehicles when operated are inspected every 24 hours.
- Hours of service meet the regulatory requirements.
- Loads are secured properly.

The supplier must ensure that all workers are aware of the hazards of operating commercial vehicles, and communicate any necessary controls, requirements, or precautions.

Cenovus reserves the right to request and review a copy of the supplier's and any subcontractor's workers' current (within 30 days) Transport Carrier Rating as well as the supplier's most recent NSC audit, where applicable.

39. TRANSPORTATION OF DANGEROUS GOODS (TDG) (INTELEX HS.39.01)

If the supplier or its workers ship, transport, or receive dangerous goods, they must have current Transportation of Dangerous Goods training and carry the certificate on its persons at all times. The supplier is expected to follow all applicable transportation of dangerous goods regulations which includes, but is not limited to:

- The proper use of placards and labels.
- The proper use of means of containment.
- Shipping document requirements.
- Accidental release notification response requirements.

40. HOUSEKEEPING (INTELEX HS.40.01)

The supplier must have a housekeeping program to ensure that:

- The work site and all working areas are maintained in a neat, clean, and sanitary condition at all times.
- All garbage containers within the work area must be emptied and the waste disposed of following regulations and site requirements.
- All means of access and egress, including walkways, stairways, ladders and emergency exits are kept usable and free from obstruction.
- Work areas are either broom cleaned, vacuumed or hand picked clean at the end of each work shift.
- All tools and equipment must be stored neatly in appropriate containers or racks.
- All air hoses and power cords are properly managed to avoid damage or create a hazard.
- All demolition and salvage material must be cleared from the work area immediately following removal.
- Additional housekeeping actions or measures are taken as required by Cenovus.

41. MANUAL MATERIAL HANDLING (INTELEX HS.41.01)

If the supplier's scope of work includes material manual handling, the supplier must have a manual material handling program to ensure that:

- The hazards specific to manual lifting and handling are addressed.
- Provide the appropriate equipment to assist with the lifting and moving of loads.
- Provide instruction or training on proper load handling techniques and mechanical device usage and must set reasonable limits on the manual material handling allowed.

42. FATIGUE MANAGEMENT (INTELEX HS.42.01)

The supplier should establish, implement, and maintain a fatigue management program that addresses worker awareness, prescribing and tracking hours worked, reporting and treatment options. The supplier must follow the jurisdictional requirements when establishing hours of work for its workers.

43. MANAGEMENT OF CHANGE (MOC) (INTELEX HS.43.01)

The supplier must implement and maintain a MOC process in their health and safety program, specific to the management of health and safety-related change issues. The MOC program must address at a minimum:

- Identifying all health and safety changes that could impact process and worker safety.
- Areas requiring re-assessment of hazards and risks.
- Actions required to control various risk levels of change.
- Communication techniques required for various risk levels.
- Documentation of MOC process activities.

44. WORKING AROUND OVERHEAD UTILITIES PROGRAM (INTELEX HS.44.01)

If the supplier's scope of work includes working around overhead utilities, the supplier must implement and maintain a working around overhead powerline plan or program. The plan or program must address:

- Adherence to the site's permitting requirements.
- Compliance with applicable laws and regulations when working near power lines.
- Instructions to notify the power line owner of the work to be performed and determine both the line voltage and safe limits of approach before placing any equipment at the site.
- Obtain assistance from the power line operator to protect workers involved.
- Develop strategies and procedures to ensure the limits of approach are not infringed.
- Where overhead lines or other exposed parts of electrical systems are to be de-energized before the start of work, those lines or other exposed parts must be visibly grounded at the location of the work.
- The placement of excavated soil or other material to not reduce safe clearance limits from energized power lines.
- Awareness of and adequate training for, worker competency requirements.
- Hazard assessment is completed in locations containing overhead lines.

45. HAND AND POWER TOOLS (INTELEX HS.45.01)

If the supplier's scope of work includes the use of hand and power tools, the supplier must implement and maintain a hand and power tool program that ensures:

- All hand and power tools brought onto a Cenovus work site must be inventoried and maintained.
- Hand and power tools must only be used for the intended purpose for which they were designed.
- Ensure that the safe design capacity of any tool or piece of equipment is not exceeded.
- Tools and equipment must not be modified in any manner that reduces the original safety factor or capacity (e.g., removing grinder guards or handles).
- All manufacturer's recommendations and applicable laws are to be followed for equipment use and maintenance.
- Inspections of work areas and tool storage locations to ensure that only approved tools and knives with the appropriate safeguards and sheaths are present.
- Defective tools must not be used.
- Appropriate personal protective equipment must be worn at all times when using any tool.
- Verification that workers operating hand and power tools are properly trained, and competent.
- Compliance with electrical classification requirements for intrinsically safe tool use must be followed.
- In the event of a fluid based high-pressure injection injury, the injured worker must be transported to the nearest hospital regardless of the perceived severity of the injury
- Document tasks/activities requiring knife and hand tools in the hazard assessment process (e.g., FLHA, JSA).

NOTE: Non-engineered/manufactured mechanical advantage tools (snipes & cheater bars) are prohibited from all Cenovus worksites.

46. SPILL PREVENTION (INTELEX HS.46.01)

If the supplier's scope of work includes the potential for a spill, the supplier must have methods in place to prevent and manage spills.

Bulk fuel trucks, service vehicles, and pick-up trucks equipped with box-mounted fuel tanks must carry spill prevention, containment, and cleanup materials suitable for the volume of fuels or oils carried. Materials may include suitable commercial sorbent, sorbent pads, sorbent booms, hovel, tarp or any other material appropriate for surface or open water.

47. SPILL / RELEASE OFFSITE (INTELEX HS.47.01)

If the supplier's scope of work includes the potential for a spill or release offsite, the supplier is responsible for the spill control, cleanup, and site restoration to the previous condition prior to the spill/release occurring.

The supplier must have a documented spill/release management procedure and the transport personnel must be trained and competent in the procedure. The procedure must include the regulatory reporting requirements including contact information for the jurisdiction(s) in which the supplier operates. If a spill / release:

- Enters a drainage system;
- Travels offsite;
- Cannot be controlled immediately; and
- Has the potential to do any of the above

In addition to notifying the Cenovus representative, the Cenovus 24-hour emergency line must be notified. Waste generated by the spent absorbent from the kit remains the responsibility of the supplier to be properly dispose of.

Any spill/release where assistance is needed, impacts off property, or enters drainage systems, the supplier must notify EDGE for spills occurring in Alberta and CANUTEC for spills in other Canadian provinces. If a spill/release occurs that is contained on a paved surface, the expectations for restoration are as follows:

1. Fluids need to be controlled so not to enter any stormwater catch basins or ditches. Any quantity of product entering a stormwater system is regulatory reportable and all practicable means must be taken to recover the fluid from the drainage system.
2. All fluids at surface must be captured and/or absorbed to collect any residual liquid.
3. The paved surface must be cleaned to remove stains on the asphalt/concrete with the fluids from this collected and disposed appropriately.
4. The site restoration must be completed to Cenovus's satisfaction.

If a spill/release occurs on a non-paved surface, the expectation for restoration is as follows:

1. Fluids need to be controlled so as not to enter any stormwater catch basins or ditches, or any other water body. Any quantity of product entering a stormwater system is regulatory reportable and all practicable means must be taken to recover the fluid from the drainage system.
2. All fluids at surface must be captured and/or absorbed to collect any residual liquid.

3. Any surface soils that have been stained or impacted must be removed from the incident site and disposed appropriately. This remediation work must be completed in consultation with the Cenovus representative.
4. On completion of the remediation, a report must be prepared and submitted to Cenovus.

The remediation will be deemed complete when the remediation report and regulatory authority provide conclusions that all the contamination derived from the spill/release incident has been remediated.

48. WORKING ALONE (INTELEX HS.48.01)

The supplier must have a working alone program in place if a worker is working alone at a work site, and if assistance is not readily available if there is an emergency or the worker is injured or ill. The program must include:

- A documented working alone hazard assessment.
- Identifications of tasks and workers who might work alone.
- Procedures which address working alone scenarios and specific hazard control methods including an effective method of communication that includes regular contact intervals appropriate to the nature of the hazard associated with the work, and process to address missed check ins.
- Records of working along program implementation and usage.

49. TEMPORARY BARRICADES (INTELEX HS.49.01)

If the supplier's scope of work includes the erecting of temporary barriers, the supplier must include a temporary barricade program for the development, implementation, and maintenance of a safety barrier system which includes permanent, semi-permanent and temporary barriers that includes:

- Maintenance of safety ribbons, where applicable, during the services, and check all safety ribbons at the end of each shift, not place or leave ribboning anywhere it is not required, and appropriately discard all ribboning that is no longer required.
- Tagging of all safety ribboning with the supplier's identification, date and reason for exclusion, at all access points.
- Other actions and measures regarding worksite barriers that may be required under the circumstances, or that Cenovus may require.

50. NEW, GREEN, SHORT SERVICE WORKER PROGRAM (INTELEX HS.50.01)

If the supplier has new, green or short service workers to support the execution of the scope of work, the supplier must have a program in place that provides direction for the mentoring and oversight of new, green, and short service workers. The program must include:

- Definition of new/green/short service worker appropriate to risk and role.
- Appropriate health and safety training (as determined by hazard assessment) for worker and mentor.
- Mentoring and effective supervision at the worksite.
- New/green/short service worker visible identification program.
- Monitoring and assessment of defined competency phases (six months, one year, etc.).
- The supplier must outline the composition of their workforce on Cenovus sites and submit to Cenovus the ratio of supervisors, journeyman craft, apprentices, and new, green, or short service employees working on Cenovus sites.

Cenovus may limit the number of new or short service workers on a specific work scope based upon the nature of the work.

51. SMOKING (INTELEX HS.51.01)

The supplier is expected to communicate and enforce the following requirements to its workers:
Smoking (including e-cigarettes) is only allowed in designated areas.

- Designated smoking areas cannot be within 5 meters (10 meters in Wood Buffalo) of a door, window or air intake of a workplace.
- Designated smoking areas cannot be within 25 metres (82 feet) of wellheads, drilling or service rigs, process or storage facilities, and other hazardous areas including motor vehicles within this distance.
- Used smoking materials (matches, cigarette butts, and cigar stubs) must be discarded in designated receptacles.

52. KEY PERFORMANCE INDICATORS – HSE REPORTING (INTELEX HS.52.01)

The supplier must prepare and submit key performance indicators / HSE statistics report to the Cenovus work site representative on or before the second working day of each month and at the end of the work scope. The information will include the minimum:

- Total exposure hours worked on site in the period (including all subcontractors);
- Number of fatalities, lost time injuries, restricted work cases, medical aid injuries, first aid incidents actual and potential in the period (including all subcontractors);
- Common health and safety leading indicator statistics/trends, such as, hazard identifications, near misses, etc.;
- Number of motor vehicle incidents in the period;
- Number of environmental spills, reportable and non-reportable;
- Number of “near miss” incidents in the period;
- Lost Time Injury Rate and Total Recordable Injury Rate;
- Number of safety meetings, including topics;
- Health and safety inspection reports (tools, equipment, worksite);
- Notification to Cenovus when key personnel are removed from a Cenovus work site and new personnel are brought on to the work site;
- Details of outstanding corrective actions for follow-up resulting from inspections, investigations, emergency response drills, and health and safety meetings; and
- Other statistics that may be requested by Cenovus from time to time including, other health and safety documentation that Cenovus may require as dictated by the scope of work being conducted.

53. HSE VIOLATIONS (INTELEX HS.53.01)

Disciplinary Action

The supplier must establish a disciplinary policy which includes consequence management guidelines and communicate it to all workers in order to ensure that HSE expectations are clear, act as a deterrent against HSE violations, and provides opportunity for continuous improvement on HSE performance. Disciplinary action imposed on a worker remains at all times the responsibility and is at the direction of the supplier.

Removal from Work Site

If, in the opinion of Cenovus, any worker is performing unsafe work practices, is not complying with applicable laws or the terms of the Agreement or this Schedule, or is not competent to perform the work safely, Cenovus

reserves the right to request the immediate removal of the worker from the work site. The supplier must be liable for any and all costs arising directly or indirectly from such circumstances.

If the supplier through its consequence management guidelines determine that a worker must be removed from the work site due to a violation this must be communicated formally in writing to the Cenovus work site representative.

Workers who are removed for a safety violation will not be allowed to return to any Cenovus work site without authorization from Cenovus.

54. ASSURANCE ACTIVITIES (INTELEX HS.54.01)

The supplier is required to conduct periodic assurance activities of its work sites, consistent with its own programs to evaluate both the compliance, with and degree of effectiveness of its health and safety management systems. Assurance activities include:

- Internal or external audits of safety management systems.
- Assessments and reviews of management system components.
- Scheduled and informal inspections of worksites, equipment, vehicles, and tools.
- Formal and informal observation activities to validate conformance to set practices.

The supplier's assurance program must include:

- Prescribed assurance activities and supporting tools (audit/assessment instruments, subcontractor qualification activities, and inspection templates).
- A method to capture non-conformance and gaps to ensure timely follow up.
- A method to ensure continuous improvement.

Records of all assurance activities must be recorded with the date, the activity or condition noted, and any corrective action identified and implemented. All records of assurance activities will be made available at Cenovus's request.

Cenovus may conduct periodic assurance activities to validate compliance and assess conformance to Cenovus's health and safety requirements. The scope of these audits must cover compliance with agreed policies and procedures and practices as specified during the prequalification process and in the Agreement, and with the requirements of applicable laws.

The supplier is to provide full and diligent support including site access, requested documentation, records, and availability of personnel for interviews, to Cenovus personnel or third parties operating on Cenovus's behalf to conduct any health and safety evaluation or verification activity. Cenovus may require the supplier to submit its (and its subcontractor's) health and safety program and performance information to support Cenovus's evaluation & verification activities (prequalification, audits, inspections, verification, etc.).

55. DROPPED OBJECTS – CONFORMANCE NOT REQUIRED UNTIL DECEMBER 2026 (INTELEX HS.55.01)

Suppliers who conduct work where there is a risk of dropped objects shall have their own dropped object prevention program that meets or exceeds the requirements of the Cenovus Dropped Object Prevention Standard, including but not limited to any programs, tools, or forms. As well:

1. Training

- Personnel exposed to dropped object hazards, personnel who perform or supervise work where dropped object hazards exist, and personnel involved in engineering design shall complete Dropped Object Prevention Awareness Training or an approved equivalent. Cenovus provides this training to all suppliers via CenovusLearns.

2. Training Equivalency

An equivalency for Dropped Object Prevention Awareness Training will be recognized if your organization already provides training that meets or exceeds the following core requirements:

- Defining dropped objects: Static and Dynamic.
- Dropped object prevention: Controlling potential dropped objects.
- Exclusion zones: Clear identification and enforcement of areas where dropped object hazards are present.
- Passive dropped object prevention systems: Implementation of systems such as netting, barriers, or other physical protection.
- Reliable securing methodologies: Use of approved techniques and equipment for securing tools and materials at height.
- Tool tethering practices: Consistent use of tool tethering to prevent tools from becoming dropped objects.

3. Before Starting Work

- Identify dropped object hazards through pre-job planning, hazard assessments, and worksite inspections prior to commencing work.
- Verify that equipment, materials, and structures in the vicinity are properly secured, including fastenings, bolts, covers, panels, hatches, removable guardrails, tools, and loose materials.

4. Dropped Object Prevention Controls

- **Two independent safeguards.** Where dropped object hazards exist, a minimum of two independent safeguards shall be implemented to prevent dropped object incidents. Safeguards shall be selected based on the hazard and risk assessment and may include combinations of preventive and mitigating controls.
- **Tool and equipment restraint.** Tools and equipment used at height shall be secured using approved tethering systems, restraint systems, or alternative engineered controls that prevent them from becoming dropped objects.
- **Lifting ropes.** Where lifting ropes are used for manual material lifting activities, they shall be selected, inspected, and used in a manner that reduces the potential for dropped objects. Lifting ropes, connectors, attachment methods, and associated hardware shall be suitable for the load and application, and workers shall be trained and competent in their use.
- **Passive dropped object prevention systems.** Passive dropped object prevention systems, such as netting, containment systems, barriers, or equivalent engineering controls, shall be implemented whenever there is a potential for objects to fall to a lower level and existing controls are not sufficient to eliminate the risk.
- **Reliable securing principles.** Where OEM requirements do not exist, reliable securing principles should be applied as appropriate to the hazard and risk assessment, including:
    - Primary fixing;
    - Secondary retention; and
    - Safety securing.

- **Supplier supplied tools, equipment, and materials.** All tools, equipment, and materials brought to site by the supplier shall comply with the supplier's dropped object prevention program and be secured against becoming dropped objects.

5. Exclusion Zones
   - Exclusion zones shall be established, communicated, monitored, and verified whenever dropped object hazards exist and shall restrict access to authorized personnel required for the task.
   - Personnel entering the exclusion zone shall minimize the time spent within the zone and continuously evaluate the effectiveness of controls.
   - Exclusion zones shall:
   - Be based on the source of the hazard, potential path of travel, and affected area.
   - Remain effective for the duration of the work.
   - Be reassessed when conditions change.

6. Verification
   - Verification activities shall be completed and documented to confirm:
   - Equipment and materials are adequately secured.
   - Required dropped object controls remain effective.
   - Exclusion zones are properly established, maintained, and effective.

56. APPENDIX 1 – BUSINESS UNIT SITE SPECIFIC REQUIREMENTS (INTELEX HS.35.01)

- Canadian Downstream Terminals
- CCMT Canada Contractor Field Requirements
- Conventional
- Foster Creek, Christina Lake and Sunrise
- Husky Midstream General Partnership (HMGP)
- Lloyd Upgrader and Lloyd Refinery
- Lloydminster Thermal and Conventional Heavy Oil (LTCHO)
- Minnedosa Ethanol Plant
- Well Delivery