Chord Energy

CONTRACTOR HSE EXPECTATIONS MANUAL

v.2 January 2025

Contents

Safety Message

At Chord Energy, we believe that no aspect of our operation is of greater importance than the safety of our employees, contractors, and the communities in which we operate. Each employee, consultant, contractor, third party service provider or visitor has a responsibility to contribute to a safe and healthful workplace and protect the environment. Everyone plays an essential part in maintaining and strengthening a safety-focused culture.

In addition to having the authority to do so, we believe that each of us has a personal responsibility to ensure the safety of ourselves and those around us. Safety and safe work practices are and will always be a primary focus when carrying out our job duties.

Therefore, when it appears that an unsafe act or condition could result in an undesirable event or situation, each person is responsible for and is authorized to exercise Stop Work**.** Examples of situations that warrant the exercise of Stop Work include the following:

- Any part of the job is not clearly established or understood;
- Barriers for the control of hazards are not established or understood;
- An unplanned event distracts employees from the assigned task;
- You have any doubt about the safety of any operations;
- The scope of work has changed or deviated from the assigned task;
- Hazards arise unexpectedly that were not addressed during the pre-hazard assessment or JSA;
- Equipment appears to be used improperly;
- You consider any working conditions or behaviors to be unsafe.

Once Stop Work is invoked and it is safe to stop the job, it is expected that the activity or task in question will be stopped and reviewed by those performing the work, their immediate supervisor(s), and the appropriate Chord Energy representative on site. If needed, appropriate actions will be taken to remove the hazard(s) or prevent environmental damage. Persons or groups invoking Stop Work are expected to have a meaningful discussion with the affected individual or crew and any supervisors on site such that they all understand the unsafe act or condition and, if necessary, agree on a safer alternative to complete the work.

To achieve a successful Stop Work program, Chord Energy expects the following:

- Chord Energy leadership and management support a culture where Stop Work is freely exercised and encouraged, without any negative consequence or retribution, across the company.
- Employees and contractors initiate a Stop Work any time there is a concern and support the Stop Work initiated by others.

Stop Work responsibility and authority applies to all Chord Energy operations. Where a Stop Work is invoked in good faith, there shall be no blame or fault put on the individual initiating even if, upon investigation, the Stop Work was deemed unnecessary.

Chord Energy

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Stop Work Responsibility

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Danny Brown
President and CEO

Darrin Henke
EVP and Chief Operating Officer

1. Overview and Introduction

Purpose

This Contractor Expectation Manual is intended to provide guidance to Chord ’s service providers (and their subcontractors) regarding the minimum mandatory health, safety, and environmental (HSE) program requirements necessary to work at Chord field locations. Service providers are expected to incorporate Chord ’s requirements into their HSE management system prior to commencing work under a Chord agreement. Chord ’s HSE requirements are referenced in our service agreements and contracts and are binding.

While the contractor controls the operative details, including without limitation the manner, methods and means of any work, and Chord Energy is primarily interested in the results obtained, Chord expects its service provides to meet minimum requirements for a safe work. Chord safety expectations are not intended to supersede specific safety practices, procedures, or proven processes that Chord service providers may already have in place and are not intended to remove the primary role such service providers play; rather it is meant to compliment those procedures and processes by setting minimum requirements. Service providers should always immediately address any material deviation from these expectations, including operational or safety concerns that they have regarding these minimum expectations, with the appropriate Chord Energy personnel or contracted company representative.

This document replaces all previous versions of the Service Provider Expectations Manual and/or the Contractor Expectations Manual and is uncontrolled when printed.

Service providers are subject to the Contractor Expectation Manual requirements, and are required to subscribe to ISNetworld (ISN), if any of the following apply:

- The company provides services onsite in the field (including one-person companies).
- The company hires subcontractors or third parties to perform work onsite in the field.
- The company is a subcontractor, consultant, or third party (anyone) hired by a Chord service provider to perform work onsite in the field.
- The company trucks/transports to field locations and/or loads or unloads deliverables.
- The company is an air charter carrier performing field-based services (e.g., aerial photography).
- The company installs tagged equipment (e.g., pumps, compressors, vessels).
- The company installs bulk materials (e.g., pipe supply and installation, concrete supply and placement).
- The company is a Chord designated vendor managed contractor (VMC).

The term “service provider” includes, but is not limited to, a company’s employees, consultants, contractors, and subcontractors. In addition, the term “workers, staff, or employees” is inclusive of subcontractors.

Prequalification and Performance Management

One of the methods Chord uses to strengthen its overall HSE performance and reduce HSE risk is through consistent service provider prequalification and performance management. To assist, Chord uses a tool called ISNetworld (ISN). ISN is used to pre-qualify service providers and to collect and review the service providers’ written HSE programs, and other data, to ensure they meet Chord and regulatory requirements.

Chord has specific criteria for service providers required to have an ISN account. Chord refers to these service providers as “ISN-Required”. To be qualified for work, all service providers must maintain a an A Grade, B Grade, or C Grade in ISN. Conducting work with a FAIL grade may jeopardize the service provider’s ability to work for Chord. Accountability for maintaining a Chord acceptable grade within ISN lies solely with the service provider.

Chord uses the ISN bulletin board and email distribution system to communicate health and safety program and training requirements, as well as HSE alerts, advisories, and bulletins. Service providers are expected to view the Messages section of ISN and activate all email alerts from Chord.

Service providers subject to Chord 's ISN prequalification (ISN-Required) shall:

- Maintain a current ISN subscription.
- Maintain current ISN contact information.
- Maintain an A Grade, B Grade, or C Grade; otherwise they will not be cleared to work on Chord locations.
- Subscribe to applicable ISN notifications to ensure there are no lapses of scorecard requirements.
- Maintain yearly Total Recordable Incident Frequency (TRIF), maintain quarterly Total Recordable Frequency rate (TRF), and other related statistics as required on Chord's ISN scorecard.
- Upload applicable certificates of insurance.
- Upload Experience Modification Rate (EMR) (USA) ratings.
- Read, acknowledge, and understand the Chord 's Contractor Expectation Manual. Service provider will upload a signed acknowledgement form into the client specific section of ISN.
- Ensure that the key points of Chord 's expectations are reflected in their HSE management system, which is communicated and adhered to by applicable workers and subcontractors, and that documentation of this communication is maintained.
- Upload and maintain required written HSE programs. Service providers' HSE programs must be submitted through ISN RAVS for evaluation and scoring, which will then be verified by Chord throughout the supplier lifecycle, with the intent of continuous improvement and consistent service provider HSE performance management.
- Complete the Chord Safety Culture Questionnaire.
- Complete any additional Chord ISN scorecard requirements.

Site visitors are not required to subscribe to ISN. Visitor status may be granted to non-operating personnel requiring access to Chord field sites to attend meetings, classroom training, planning work, or participating in tours. Visitors must obtain approval before arriving on a Chord field work site. Chord site supervisors retain final authority over the presence of visitors on field work sites even if other parties have approved the visit.

Chord Core HSE Programs

At a minimum, service providers and their subcontractors are expected to develop, implement, and maintain all relevant HSE programs and components associated with the work type they have selected in the onboarding process.

The following programs are considered "core" programs and must be included in the HSE management system/safety program of all service providers and their subcontractors regardless of the type of work performed:

- Management Commitment
- HSE Verification and Audit
- Safety Training
- Alcohol and Drugs
- First Aid and Emergency Medical Services
- Fit for Duty; Fitness for Work
- Health Hazard Assessment and Control
- Personal Protective Equipment
- Personal Gas Monitors
- Emergency Preparedness
- Emergency Response and Incident Management

- Fire and Explosion Hazard Management
- Hazard Assessment and Risk Management
- Pre-Job Safety Meetings
- Safe Vehicle Operations
- Hazard Assessment and Safe Work Permit
- Short Service Employees
- Materials and Waste Management
- Spill Prevention, Reporting and Management

These programs are based on general safety practices and principles, as opposed to being directly related to the specific work performed by service providers.

These programs will be populated in ISN under RAVS Requirements. Where ISN does not have a RAVS requirement for the above listed programs, service providers must still include them in their management systems. Chord 's specific expectations for each of these programs are addressed in this document. Further program expectations may be included in ISN.

Permitted Work Activity (High Hazard Activities)

Contractors who perform activities that are permitted (high hazard) on any Chord site or equipment will go through a formal process to determine competency to perform duties.

Evaluation will be:

- Contractor's program by field staff for each high hazard activity prior to work beginning.
- Training material used for each high hazard activity.
- Complete site work for each high hazard activity.
- Documentation of each contractor's competency.

Permitted Work is defined as:

- Energy Isolation (LOTO)
- Hot Work
- Confined Space entry
- Ground Disturbance (includes trenching and excavation).
- Lifting and Rigging

Written Program Exemptions

Service providers are asked to select their work type(s) when completing an ISN profile. Work types are based on the work that the company is qualified or licensed to perform, not on the specific scope of work that may be performed for Chord (and shall include the work type(s) of subcontractors).

The work type(s) selected in ISN determines the work-related safety programs that are required, in addition to the core programs above. Chord -specific expectations for work related safety programs are included in this document.

Chord will not provide exemptions from written program requirements. It is each service provider's responsibility to make this determination and to provide adequate documentation as to why a written program does not apply, and to make this documentation available upon request.

Regulatory Disclaimer and Industry Standards

The information in this manual is intended for general use and may not apply to every circumstance. It is not a definitive guide to all government regulations across the jurisdictions in which Chord operates, and it does not exempt the service provider from its responsibilities under applicable regulations. Regulatory requirements supersede those of this document, except in the case where Chord 's requirements are more stringent.

Service providers shall know and comply with all applicable laws, regulations, codes, statutes, and any other regulatory requirements, as well as industry standard practices in the jurisdiction in which they work. Service providers shall define a process for identifying and complying with all applicable environmental, health and safety regulations, as well as communicating and making this process available to workers and subcontractors.

Chord expects service providers to inform the Chord site supervisor immediately if a service provider or one or more of its workers are approached or contacted by a regulatory agency or any member of the public, at any time regarding any aspect of work on a Chord location.

Chord Policies and Acknowledgements

Chord work sites and disciplines may have additional site- or scope-specific HSE requirements that the service provider is expected to follow. These will be identified to the service provider during the contracting and planning phases of the work.

If any doubt arises as to the meaning or interpretation of these requirements, or if any conflict is identified between service provider policies or practices and those of Chord service providers must consult with their Chord site supervisor.

Chord ’s Expectation Manual is incorporated by reference into all master service agreements (MSAs). “Master service agreement” is a generic term that includes, but is not limited to master service agreement, master service and supply agreement, master transportation agreement, etc. Additional requirements may exist in service orders, blanket orders, purchase orders and other agreements and contracts.

Appropriate disciplinary action, up to and including termination of agreements, will be taken based on the severity of the violation and individual circumstances for not meeting Chord ’s minimum expectations.

Management Commitment **CHORD CORE**

Safety is a foundational value at Chord and applies to everyone involved directly and indirectly in our activities. As such, it is expected that our service providers management is equally committed to safety. The service providers HSE management system/safety program must have an HSE management commitment component that meets industry’s best practices and applicable regulations.

Service providers shall:

- Ensure adequate resources allocated to drive health and safety, performance and excellence.
- Ensure clear direction and expectations through health and safety policies.
- Establish, monitor compliance with, and enforce HSE responsibilities for every level of their organization including themselves.
- Engage and communicate with workers regarding HSE performance standards and expectations by:
    - Being knowledgeable of the company HSE management system and programs.
    - Demonstrating leadership by setting and achieving personal and companywide HSE performance objectives.
    - Visiting field operations and participating in safety tours, inspections, safety meetings and campaigns.
- Monitoring completion of the HSE related corrective actions and continuous improvement objectives.
- Develop and implement such policies, practices, procedures, guidelines, training, and other programs to effectively meet or exceed Chord ’s HSE requirements and ensure their subcontractors are held accountable for Chord ’s policies, practices, procedures, guidelines, training, and other programs.

Subcontractor Management

Service providers are responsible for the subcontractors they bring onto Chord locations, including transportation companies. This section applies to those service providers that employ subcontractors to work on Chord work sites.

Service providers who have Chord MSAs, contracts, purchase orders, etc. are contractually responsible for prequalifying and managing any subcontractor that they choose to engage. The named recipient of a contract to provide services to Chord will be held accountable to manage their subcontractors as per their own staff.

Service providers who utilize subcontractors must have a subcontractor management component in their HSE management system/safety program that meets industry's best practices and applicable regulations.

Service providers shall:

- Maintain and validate a list of selection criteria for subcontractors, which at a minimum must include:
  - EMR Insurance Documentation.
  - 3-year rolling Total Recordable Incident Rate (TRIR) and other applicable injury/incident statistics.
  - Evaluation of subcontractor workers training and competency requirements and records.
- Communicate Chord 's health and safety program requirements and evaluation of their capability to comply with the service provider's safety program.
- Include subcontractor's workers in orientations, hazard assessments, safety meetings, and pre-job meetings.
- Have a process for conducting subcontractor health and safety assurance on Chord job sites.
- Have methods for taking responsibility for all subcontractor incidents, inspections, leading/lagging indicators, and all resulting corrective actions.
- Identify a list of all subcontractors in Chord Safety Culture Questionnaire.
- Maintain all prequalification documentation and provide Chord for review upon request.
- Complete ISN's RAVS protocol for subcontractor management (if assigned).

HSE Verification and Audit **CHORD CORE**

The service provider's HSE management system/safety program must have a verification and audit component that meets industry best practices and applicable regulations.

Internal Audits

Service providers shall:

- Conduct periodic internal audits and inspections of its work sites, equipment, tools, and subcontractors, consistent with their own programs.
- Maintain records of these audits and inspections, making them available to Chord upon request.

Chord Audits and Inspections

Service provider HSE programs are initially evaluated by Chord during the prequalification process by evaluating and scoring ISN entries, as well as other prequalification requirements.

HSE performance of service providers is also verified in the field on a continual basis by Chord operational and HSE workers, in the form of spot checks and inspections.

Chord also conducts formal HSE audits on service providers to ensure the expectations communicated in this document are being adhered to through management system and associated written program

implementation. Chord may require service providers to submit their (and their subcontractor's) HSE program and performance information to support Chord 's evaluation & verification activities (prequalification, audits, inspections, RAVS Plus, etc.).

Service providers are to provide full and diligent support for Chord 's auditing activities including site access, requested documentation, and availability of personnel for interviews to Chord personnel or third parties operating on Chord 's behalf to conduct any health and safety evaluation or verification activity.

If selected to take part in an HSE audit, the service provider is responsible for the following:

- Being readily available prior to, during and after the audit.
- Administration and logistics for the audit team including workspace, meeting space and access to field locations, operations, and workers.
- Providing relevant HSE documents and records to demonstrate conformance to the requirements listed in this manual.
- Addressing all corrective actions identified in the audit report.

ISN RAVS Plus

Chord participates in ISN's RAVS Plus program. ISN RAVS Plus is a records review of assigned RAVS-required written programs by trained ISN auditors. While service providers are not required to participate, Chord encourages participation as a means of supporting continuous improvement. Chord may award points to the ISN scorecards of service providers that take part in a RAVS Plus audit.

Firearms and Weapons

Dangerous weapons include but are not limited to firearms of any type (i.e., shoulder weapons and handguns), archery bows, explosives, knives with a blade greater than 10 cm (4 in.), batons, electroshock devices (e.g., tasers, stun guns, etc.), martial arts instruments and chemical agents.

The possession and/or use of dangerous weapons on Chord premises, which include but are not limited to leased or operated property, field locations, offices, buildings, parking structures, in vehicles or on aircraft, are prohibited without explicit written authorization from Chord. All requests for authorized possession of a dangerous weapon shall be submitted to and reviewed by Chord, the operating area vice president, and will be evaluated in consultation with the H&S Manager.

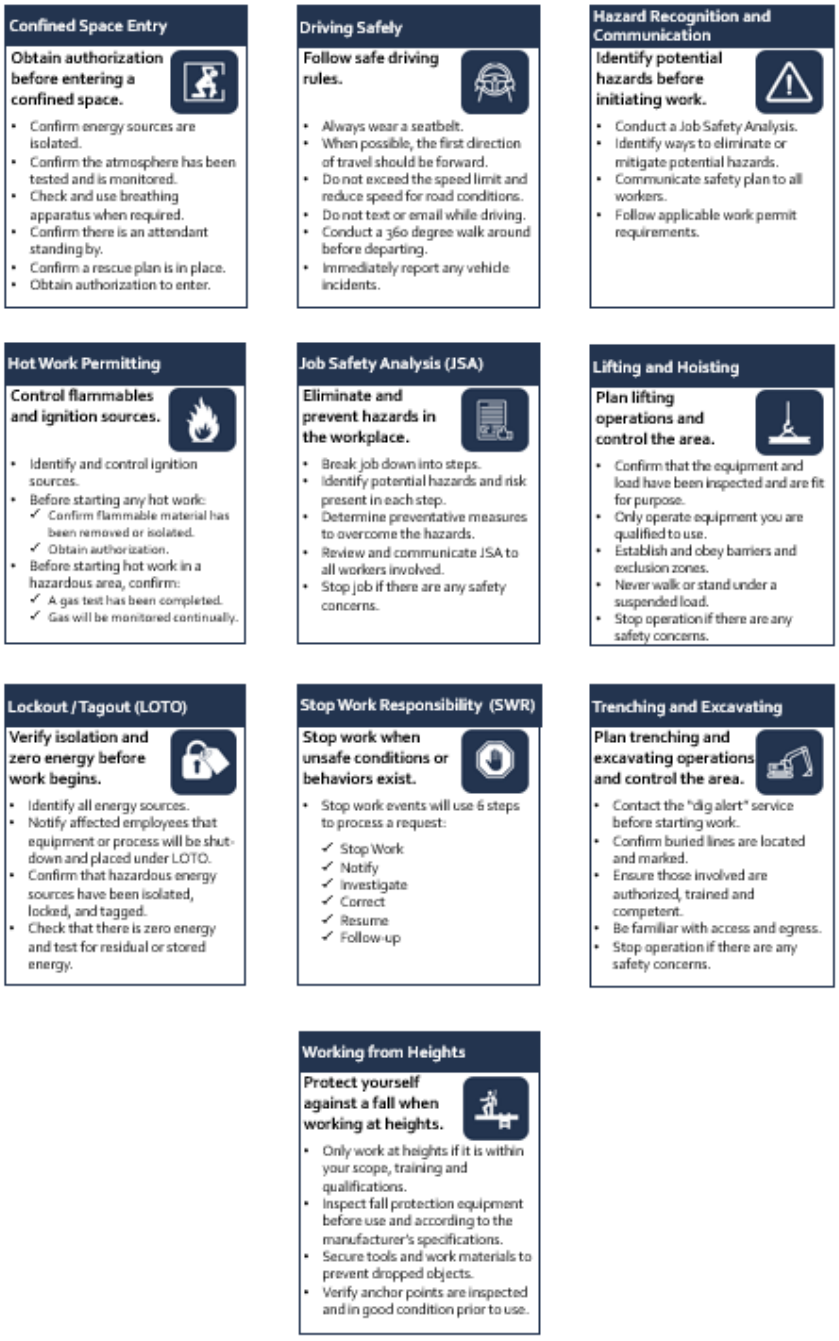
Service provider personnel who observe a person in possession of a dangerous weapon, as described above, on or in Chord premises, shall immediately report the occurrence to a Chord site supervisor or authority.

Courtesy Matters

The Courtesy Matters® program is focused on respectful and courteous conduct in the communities and work sites where Chord operates. The program is designed to minimize everyday disturbances that may occur in association with work activity. Being a good neighbor in the communities where Chord personnel live and work. This program is a shared responsibility of all workers and demonstrates Chord 's commitment to respectful and responsible operations in the communities where it operates.

Rules to Live By

Chord has adopted a Life Saving Rules program that has become the backbone and focuses on safety. These rules establish a consistent approach to prevent serious injuries and fatalities. The opportunity to standardize LSRs across industry reduces rule confusion and increases Chord 's ability to deliver better safety outcomes.



The Rules to Live By always apply when carrying out work for Chord or at Chord locations. Chord encourages all service providers to integrate these Life Saving Rules into their day-to-day tasks in the following ways:

- Pre-job planning.
- Safety meetings.
- Risk assessments.
- Observations and walkabouts.
- In the event of a stop work situation.

Service Provider personnel who observe Rules to Live By are being broken or compromised should *Stop the Job* if it is safe to do so. This intervention may be the last chance to prevent a serious injury or fatality from occurring.

It is crucial that service provider workers know and follow the Life Saving Rules when performing work for Chord or when working on a Chord site. Chord understands that service providers may already have their own versions of Life Saving Rules. Chord fully supports service providers' adherence to their safety standards, as long as these standards align with Chord.

Failure to comply with the Rules to Live By when performing work for Chord or when working on a Chord site will be fully investigated and work activity will be suspended until corrective actions are developed and implemented. A service provider found to have knowingly violated the Life Saving Rules will potentially be the subject of a disciplinary review.

Security and Security Investigations

Service providers are responsible for immediately reporting any security incidents (e.g., theft, trespassing, vandalism or destruction of property, illegal dumping, fraud, conflicts of interest, disobeying the dangerous weapons policy, threats, etc.) to a Chord site supervisor. Chord reserves the right to conduct reasonable suspicion searches or inspections of people or property at any time, at its discretion, and with or without notice. Such searches may include personal effects and vehicles if they are on or in Chord premises.

2. Safety Training and Competency Management

Service providers must fulfill minimum training and orientation requirements prior to beginning work on Chord locations. Service providers have the responsibility to provide appropriate instruction and training to ensure that their employees and subcontractors are competent to perform their jobs safely. The service provider is responsible for providing safety and job specific training for its workers, unless otherwise stated in their Chord contract or agreement.

The cost of training delivered by third parties is the responsibility of the service provider. Service providers whose business is based in one country but provides services in another country are required to meet the training, orientation, and competency management requirements for the country in which the work will be performed.

Safety Training **CHORD CORE**

All service providers' HSE management system/safety programs must have a safety training and competency component that meets industry best practices and applicable regulations.

Service providers shall also:

- Develop a matrix or table that meets Chord requirements for basic health and safety training.
- Establish and maintain a training matrix, which reflects the health and safety orientations, and training programs required to be completed by service provider workers and subcontractor workers.
- Document certification, training and on-the-job training required and received by their workers and subcontracted workers.
- Provide proof of individual training records upon request.

The minimum safety training requirements for USA are identified in Table 2 below:

Table 2: Minimum Safety Training Requirements

TOPIC	COMMENTS
General Safety Awareness: • Minimum of 10 hours training • One-time training • OSHA 10 – can use OSHA 510 • (Construction) or OSHA 511 (General • Industry) depending on services provided	Satisfied through one of the following: • OSHA 10 • One Basin One Way • PEC Safe Land USA • IADC Rig Pass
H_2S • H_2S Alive • H_2S Certification (USA)	
First aid, CPR, AED	• Minimum of one crew member per work • location • Renewal varies depending on accrediting organization
Chord Onboarding	• Contact a Chord site supervisor to schedule.

Safety Onboarding

Workers are required to complete a safety onboarding prior to performing work at any Chord operations site. To schedule reach out to a Chord site supervisor or HSE.

3. Occupational Health and Industrial Hygiene Programs

The service provider's HSE management system/safety program must have an occupational health and industrial hygiene component that meets industry best practices and applicable regulations.

The service provider's program must also address requirements identified in the following sections.

Alcohol and Drugs **CHORD CORE**

Chord prohibits the use, possession, distribution and sale of illegal drugs, drug paraphernalia and alcoholic beverages as well as the misuse of prescription and over-the-counter medications on or at its work locations. This includes substances which may be legal in some states or provinces but are still prohibited by federal law or Chord policy.

Service providers are expected to:

- Develop and enforce alcohol and drug policies and practices that are consistent with Chord 's own policy and its related practices and agreements while conducting business or providing services for, or on behalf of, Chord.
- Provide proof of their applicable alcohol and drug policies and practices upon request by Chord.
- Cooperate with audits of those policies and practices as required to ensure consistency with Chord 's policies and practices.

Service providers are responsible for enforcing the requirements of their alcohol and drug programs among their employees, subcontractors and workers who do business or who work on Chord premises.

Failure to have an acceptable policy and practice, or failure to take actions in accordance with applicable policies and practices, may result in termination of the service provider's agreement for services with Chord.

Chord expects service providers to prohibit any worker from entering or remaining on a Chord work site while his or her ability to work is affected by alcohol or drugs, including prescription and over-the-counter medications. Any service provider worker found in violation of this requirement, or who refuses to cooperate with searches and tests included in this program or the service provider's policy, shall be removed by the service provider from Chord property, and barred from performing work for Chord at any time in the future. See Fit for Duty; Fitness for Work for additional information.

On property owned or leased by Chord, Chord reserves the right to search or inspect service providers' workers and property at any time, at Chord 's discretion and with or without notice. Such searches may include personal effects and vehicles.

Service provider workers directly involved in an HSE incident or near hit may be subject to a drug and alcohol test for determining whether the worker was fit for duty at the time of the incident or near hit.

USA-Specific Alcohol and Drug Requirements

Service providers must be enrolled in a Chord-approved drug and alcohol consortium. Service providers must enroll with TPS Alert to have the current consortium audited. It is the service provider's responsibility to keep its worker rosters updated and to ensure employees are current on random tests. New service provider workers will not be allowed to perform work on Chord work sites until their initial pre-employment drug test has cleared as negative. Any service providers found to be in violation of this policy will be required to leave the location.

First Aid and Emergency Medical Services **CHORD CORE**

The service provider's HSE management system/safety program must have a first aid and emergency medical services component that meets industry's best practices and applicable regulations.

The service provider's first aid and emergency medical services program must:

- Ensure at least one crew member per crew per shift is first aid and CPR certified.
- Ensure first aid supplies are readily available.
- Ensure first aid kits are adequate for the job and are inspected periodically to ensure they are adequately stocked.
- Include preparations for transportation to the nearest health care facility in the event of an incident.
- Ensure emergency eye wash equipment is readily available if chemical hazards are present.

Medical service providers must be aware of any controlled products on the work site (i.e., as identified on safety data sheets) and ensure appropriate first aid treatment and facilities for the controlled products are in place.

Fit for Duty, Fitness for Work **CHORD CORE**

The service provider's HSE management system/safety program must have a fit for duty component that meets industry best practices and applicable regulations.

Fitness for work applies to workers on schedule or on call for Chord, on Chord premises, and during all business activities undertaken during Chord 's operations, whether conducted on or off company premises.

Chord considers workers unfit for duty if injury, illness, physical or psychological health issues, fatigue or the use of drugs or alcohol could result in a reduced ability to perform work safely or effectively.

The service provider's fit for duty program must:

- Ensure employees are physically capable of performing their job functions.
- Require drug and alcohol screening for pre-employment, post-incident, or reasonable suspicion, as prescribed by the host facility.
- Include monitoring employee activities and behaviors to determine if employees should be removed from the work site.
- Require workers to notify their supervisors if their ability to perform their duties safely may be impacted due to a health issue; examples include, but are not limited to, while taking medication (either prescription or over the counter), fatigue, use of drugs or alcohol or when suffering from physical or psychological conditions.
- Develop, enforce and comply with fitness for work practices that are consistent with Chord 's Fitness for Work Practice on the Current Suppliers page on Chord 's website (www.Chord.com) in the Expectations and Practices section.

Health Hazard Assessment and Control **CHORD CORE**

The service provider's HSE management system/safety program must have a health hazard assessment and control component that meets industry's best practice and applicable regulations.

Service providers must also:

- Communicate chemical, physical, ergonomic, indoor air quality, and biological hazard control procedures to affected workers.
- Create and implement exposure control plans for the following hazards if encountered on site:
  - Benzene
  - Heat and cold exposure
  - Noise
  - Naturally occurring radioactive materials (NORMs)
  - Silica
  - Bloodborne pathogens
  - Hydrogen sulfide (H_2S)
- Not bring a hazardous chemical to, or utilize a hazardous chemical on, a Chord work location unless that material was expressly approved for use by Chord.
- Submit an accurate inventory of all chemical, physical, and biological hazards on site to the Chord site supervisor, whenever necessary.

Personal Protective Equipment **CHORD CORE**

The service provider's HSE management system/safety program must have a personal protective equipment (PPE) component that meets industry's best practice and applicable regulations.

Service providers must also:

- Wear, inspect, adjust, store and care for PPE and personal gas monitors in accordance with manufacturers' recommendations.
- Replace existing PPE with new and/or like-kind PPE, when the condition of existing PPE renders it no longer effective.

- Provide appropriate training for their workers and subcontractors for the selection, use, inspection, care and maintenance of PPE.

At a minimum, Chord requires the following PPE to be worn on site, that meets or exceeds regulatory minimum requirements.

Fire Retardant Clothing

Fire retardant clothing (FRC) must provide full-body coverage with reflective strips. FRC shall meet or exceed the requirements in NFPA 2112.

Hard Hats

Hard hats shall comply with ISEA Z89.1-2014, American National Standards for Industrial Head Protection.

The minimum requirement is a Type I, Class E hard hat. Metal, fiberglass, and Stetson-style hard hats may not be worn at Chord locations or on Chord work sites. Head protection must be chosen to mitigate, or control identified hazards, in the same manner as helmets for off-road vehicle use.

Safety Footwear

Foot protection must comply with ASTM F2412, Standard Test Methods for Foot Protection and ASTM F2413, Standard Specification for Performance Requirements for Protective (Safety) Toe Cap Footwear.

Protective footwear must extend above the ankle when worn according to manufacturer recommendations. It is also recommended that footwear have an electrical hazard (EH) rating.

Eye and Face Protection

Safety eyewear must be worn by service provider workers while at Chord locations or on Chord job sites. All safety eyewear must be applicable to the task undertaken and hazards encountered.

Safety eyewear must comply with ISEA Z87.1, American National Standard Occupational and Educational Personal Eye and Face Protection Devices and be marked as such.

Service provider workers who wear prescription eyewear may either wear safety eyewear over top of their prescriptive glasses if the safety eyewear is designed to fit in that manner or may wear prescription eyewear with side shields.

Hand Protection

Hand protection is required where there is a likelihood that hazards may lead to hand injury. Workers are responsible for assessing, identifying, and controlling hand hazards prior to completing the task. Service provider must evaluate and assign gloves specific to the hazards of the task.

Chemical Suits and Aprons

Body protection from chemical and biological hazards is required when there is a reasonable likelihood that the hazardous agent will encounter the body of the worker. Refer to the safety data sheets of the chemicals in use for the appropriate PPE.

Hearing Protection

Appropriate hearing protection devices are required in areas in accordance with:

- Signage at Chord locations.
- Measured noise levels between 85 dBA and 104 dBA.
- Hazard Assessment and Safe Work Permit (HA/SWP) requirements.
- Applicable regulations and standards.

Double hearing protection and signage is required at or over 105 dBA.

Respiratory Protection

All respirators must conform to standards set forth by the National Institute of Occupational Safety and Health (NIOSH) and be NIOSH-certified.

The use of SCBA/SABA is required under the following conditions:

- Atmospheres with less than 19.5% oxygen (deficient).
- Atmospheres with greater than 23% oxygen (enriched).
- Atmospheres with immediately dangerous to life or health (IDLH) levels; IDLH conditions may require additional controls.
- Unacceptable atmospheres where air purifying respirators (APRs) cannot be used such as for methanol or H_2S.
- Atmospheres above the maximum use concentration (MUC) of APR.
- Unknown atmospheres.

Compressed breathing air must be of good quality and conform to the following standards:

- CGA G-7.1, Commodity Specification for Air.
- Compressed breathing air shall be recharged and tested every six months.

Other

Additional PPE may be required, based on the nature of the work to be performed, as identified in the HA/SWP or risk assessment. Service provider workers must utilize PPE that meets or exceeds regulatory or Chord ’s PPE requirements based on contract, task needs, PPE assessment and/or safety data sheet requirements.

During the HA/SWP process, hair, jewelry, and loose clothing that could potentially cause an incident during operations shall be identified and removed or controlled.

Personal Gas Monitors **CHORD CORE**

All Chord work sites, except for the lay down yard and Office Buildings, that can have a risk of exposure to an explosive or hazardous atmosphere, the minimum gas sensor requirements are:

- Hydrogen sulfide (H_2S) Action Level 10ppm
- Carbon monoxide (CO) Action Level 25 ppm
- Lower explosive limit (LEL) Action Level 10%
- Oxygen (O_2) Action Level above 19.5% and

Personal gas monitors shall be:

- Worn unless a Chord-approved risk assessment determines that they are not necessary.
- Worn in the personal breathing zone (i.e., within 30 cm (1 ft.) of the face).
- Intrinsically safe.
- Set to meet or exceed regulatory guidelines.
- Bump tested and calibrated, at a minimum per manufacturer’s recommendations.

Service providers are expected to immediately evacuate a work site should their personal monitor alarm, or the facility’s alarm, sound.

4. Safety Program Requirements

Confined Space and Permit-Required Confined Space **HIGH HAZARD ACTIVITY**

All CSE work at Chord sites will be authorized using the safe work permitting system. Service providers must comply with the provisions of Chord 's confined space permit. Entering a confined space associated with a work activity is considered a **high-risk task**.

If the service provider's work includes confined spaces or permit-required confined spaces, then the service provider's HSE management system/safety program must include a confined space or permit-required confined space component that meets industry's best practice and applicable regulations.

Authorization for entry to confined spaces can only be given by individuals who have received proper training as required by their employer's practice. Under no circumstances will any service provider worker be allowed to enter a permit-required confined space (PRCS) without proper authorization from a trained Chord site supervisor.

Service providers shall perform the following on work sites:

- Define confined and restricted space and instruct their workers on identifying these spaces and restricting entry.
- Ensure a Chord HA/SWP and a CSE permit are both completed prior to entry; new permits must be issued when work scope or work conditions change.
- Conduct atmospheric testing no more than 20 minutes prior to any entry into a confined space; documentation of testing must be posted at the entry point.
- Provide continuous mechanical ventilation during work in a confined space.
- Work is not permitted in spaces where the explosive limit exceeds 20% LEL.

Confined Space Permits

A permit is always required for entry into a confined space. This may be a Chord permit or a service provider permit, depending on the confined space circumstances. If there is any doubt, consult the Chord site supervisor.

A permit alone is not adequate to satisfy regulatory requirements and may need to be accompanied by additional documentation (e.g., hazard assessments, staff logs, atmospheric monitoring sheets, energy isolation checklists, CSE checklists, etc.). Service providers are required to use these additional documents.

Any permit used for confined space must include at a minimum:

- Name of the confined space.
- Activities to be performed.
- Names of service provider workers allowed entry.
- Required precautions for the space.
- Time and expiration of the permit.
- A record of atmospheric testing with any specific numerical atmospheric finding.

Dropped Objects Prevention

If dropped objects hazards may exist, the service provider's HSE management system/safety program must have a dropped objects prevention program that meets the applicable expectations/requirements listed in the Dropped Object Prevention Scheme Global Resource Center Recommended Practice.

This is required if the service provider's work:

- Incorporates drilling, completions servicing, workover rigs, masts, or derricks.
- Involves the use of portable tools and equipment at height.
- Involves the handling or movement of oil country tubular goods (OCTG) or line pipe.
- Involves equipment that requires installing, removing, or repositioning working platforms, walkways, stairs, step ladders or guard-rails.

Service providers shall:

- Report all dropped objects to the Chord site supervisor.
- Provide a dropped object risk awareness level orientation to their workers and subcontractors that includes, at a minimum:
  - Basic terms and definitions.
  - Common causes of dropped object incidents.
  - Identification of dropped object risk.
  - The various controls that can be applied to mitigate dropped object risk.

Electrical Hazards **HIGH HAZARD ACTIVITY**

Service providers involved in work on Chord -owned AC/DC systems operating at more than 50 volts must have an electrical hazards component within their HSE management system/safety program that meets these industry's best practices and applicable regulations CSA Z462, Workplace Electrical Safety and NFPA 70E, Electrical Safety in the Workplace.

Service providers shall:

- Design electrical systems in conjunction with industry standards and engineering best practices.
- Ensure the electrical supervisor, manager and/or director has taken the Chord electrical safety orientation (via ISN).
- Assure worker competency in electrical safety.
- De-energize electrical equipment prior to working on the equipment; the only exception is where complete disconnection is not feasible, which may include work involving diagnostics or testing, or circumstances where disconnection could create a greater hazard. Inconvenience or additional costs shall not be considered acceptable grounds for not de-energizing electrical equipment prior to working on it.
- If work must be performed on energized electrical equipment, ensure that:
  - Only qualified persons (as defined in CSA Z462 and NFPA 70E) interact with electrical equipment while it is energized, including work on or operation of electrical equipment while exposed to energized components. If acting as a qualified person, a service provider worker shall provide credentials of qualified status if requested by Chord.
  - Complete an electrical work pre-job hazard assessment, job briefing and planning when working and/or interacting with energized electrical equipment per CSA Z462 and NFPA 70E.
  - Complete an Energized Electrical Work Permit (EEWP) as needed when working while exposed to energized electrical equipment per CSA Z462 and NFPA 70E.

Emergency Preparedness **CHORD CORE**

The service provider's HSE management system/safety program must have an emergency preparedness component that meets industry best practice and applicable regulations.

Service providers shall:

- Have a written emergency preparedness and response plan (ERP) available at the work site, with appropriate contact information and emergency procedures; although development and communication of the Chord location-specific site safety plan is the responsibility of the Chord site supervisor, the service provider is required to ensure that the contents of Chord 's location-specific emergency response field plan and its ERP are effectively communicated to its workers.
- Direct any media inquiries related to an incident to the Chord incident commander.
- Follow Chord emergency response field plans and/or ERPs when conditions dictate.
- Participate in any tabletop exercises or drills held on Chord work sites when requested.

CHORD 24-HOUR EMERGENCY NUMBERS	**Operations Control Center (OCC):**	**1-800-723-4608**

Emergency Response and Incident Management **CHORD CORE**

The service provider's HSE management system/safety program must have an emergency response and incident management component that meets industry's best practice and applicable regulations.

Service providers shall:

- Report all incidents that occur on Chord work sites or while engaged in Chord authorized work to a Chord representative immediately.
- Perform incident investigation and root cause analysis of contractor's or subcontractor's incidents per company processes, and provide all pertinent information post-incident as needed for the Chord investigation process including:
    - Quality Incident investigation, to include all statements and evidence.
    - Formal root cause analysis, to include causal factors and identified root causes.
    - Corrective actions to be put in place to mitigate all causal factors and prevent recurrence.
    - Closure documentation of identified corrective actions.
- Participate in Chord led formal root cause analyses (ex. TapRooT®), as requested.

Service providers are expected to provide workers to perform Chord work who are fit for duty and are in a condition to carry out their day-to-day job duties safely. Workers who are unfit for work due to injury or illness are expected to be managed in accordance with the service provider's disability management program.

The service provider's HSE management system/safety program must have the capability and appropriate policies, procedures, and practices to initiate and support injury case management issues, with the goal of returning 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.

Service providers must extend the principles of injury case management to their subcontractor workers on Chord work sites.

Case Management

When an incident occurs and a service provider is injured or becomes ill in the workplace, it is expected that case management services are provided to the injured or ill party, to ensure the best possible outcome for that injured or ill party.

The onsite Chord representative (i.e., supervisor, HSE advisor or onsite medic) will provide specific guidance on when case management is appropriate.

In the event a service provider has its own medical case management services:

- The service provider must ensure that appropriate communication occurs between the case management service and Chord regarding the injured worker's status.

Fire and Explosion Hazard Management **CHORD CORE**

Chord sites are considered to contain combustible, flammable, and explosion hazards. The service provider's HSE management system/safety program must have a fire and explosion hazard management component that meets industry best practice and applicable regulations.

Service providers shall

- Maintain all firefighting and fire suppression equipment in accordance with applicable regulations.
- Identify and control fire and explosion hazard specific to their work.
- Comply with Chord site-specific requirements for frac fire prevention and mitigation.
- Only allow personnel on Chord work sites who have been trained under the above Fire and Explosion Hazard Management Guideline, and who are able to provide their company's documentation, understand its content, and confirm that they have been trained appropriately.

Bonding and Grounding

If the service provider's work includes the potential for static electricity, then the service provider's HSE management system must have a bonding and grounding component, complete with procedures that meets industry best practice and applicable regulations.

Chord 's Bonding and Grounding for the Prevention of Fire and Explosion Hazards protocol contains expectations for the following activities:

- Flammable liquid loading and off-loading procedures, including the requirement for all diesel-powered equipment within a hazardous location to be equipped with a positive air shut off (PASO) or manual shut off.
- Transfer of flammable liquids.
- Bonding and grounding non-electrical equipment.
- Cleaning (i.e., steam or high-pressure wash).
- Bonding and grounding of electrical and non-electrical equipment.
- Other general requirement

Forklift, Powered Industrial Truck and Heavy Equipment Operations

If the service provider's work includes the use of forklifts, powered industrial trucks or heavy equipment, then the service provider's HSE management system/safety program must have a component for forklifts, powered industrial trucks and heavy equipment.

Service providers shall:

- Perform pre-use inspections prior to the use of forklifts, powered industrial trucks and heavy equipment.
- Ensure that only certified, trained service provider operators operate forklifts, powered industrial trucks and heavy equipment.
- Present proper certifications to Chord upon request.

Ground Disturbance **HIGH HAZARD ACTIVITY**

If the service provider's work includes ground disturbance on Chord locations, then the service provider's HSE management system must have a ground disturbance component that meets industry's best practice and applicable regulations.

At a minimum, the service provider performing ground disturbance activities must:

- Ensure internal competency requirements are established and followed by equipment operators and spotters.
- Ensure all service provider workers involved in ground disturbance activities have completed the Chord ground disturbance orientation prior to the initiation of ground disturbance activities (accessible via ISN).
- Submit a One-Call locate request for the proposed ground disturbance activity.
- Initiate work only after a Ground Disturbance Authorization Form has been completed and approved by the ground disturbance supervisor.
- Ensure any required hazard assessment and safe work permits are in place prior to the initiation of ground disturbance activities.

Trenching, Excavation and Shoring **HIGH HAZARD ACTIVITY**

If a service provider's work includes performing trenching, excavation and/or shoring for Chord field activities on behalf of Chord, then the service provider's HSE management system/safety program must have a trenching, excavation and/or shoring component that meets industry best practice and applicable regulations.

Service providers shall:

- Identify and control trenching, excavating, and shoring hazards specific to their work.
- Inform Chord staff regarding potentially hazardous areas or activities.

Hazard Assessment and Risk Management **CHORD CORE**

The service provider's HSE management system/safety program must include a hazard assessment and risk management component that meets industry best practices and applicable regulations.

Service providers shall:

- Perform hazard assessments prior to tasks being performed at Chord locations and ensure proper protective measures are taken.
- Utilize a hazard identification (HAZID) program.
- Incorporate a structured process for both formal risk assessment (e.g., job hazard analysis) and site-specific hazard assessment, including directions for when to conduct formal hazard assessments versus field-level hazard assessments, and when to repeat them.
- Manage work-related hazards and report such hazards to the Chord site supervisor.
- Maintain a recording and tracking database, as well as provide Chord with records and counts of hazard identifications, if requested.

Hot Work **HIGH HAZARD ACTIVITY**

Hot work is any work that could cause enough spark or flame to ignite flammables or combustibles, that are present or could be present at a work location. Examples of hot work include, but are not limited to:

- Welding
- Cutting
- Brazing
- Grinding
- Use of non-intrinsically safe power tools
- Sandblasting
- Steam cleaning

There are some tasks other than those listed above that would also be classified as hot work. If service providers are unsure, it is expected they will engage Chord site supervisor for more information on whether a specific task is hot work and therefore requires a Hot Work Permit.

Where there is a potential for fire and explosion, service providers are required to adhere to all Chord permitting processes for hot work (Hot Work Permit) as well as ensuring that all non-intrinsically safe equipment such as cameras, cell phones, tablets, and laptops are left in vehicles, offices, or trailers.

In addition, service providers performing hot work shall ensure that:

- Hot work is relocated to a safe area at least 25 m (75 ft.) away from potential flammable or combustible sources when possible. If relocation is not possible, a Hot Work Permit shall be used.
- Hot Work Permits are issued, explained and witnessed by a Chord permit authorized individual.
- Potential combustibles (e.g., weeds and paper) are removed within a 10 m (35 ft.) radius of the hot work performed.
- Where required, a fire watch trained in atmospheric monitoring and fire extinguisher use, is appointed, and notified of its duties, which include monitoring the hot work area for the appropriate duration, as per local regulations.
- Permits are displayed during the hot work, and readings are taken and recorded, as required.
- The Chord site supervisor is notified when hot work has concluded.

Energy Isolation (Lockout/Tagout) **HIGH HAZARD ACTIVITY**

If the service provider's work includes, or is affected by, the energization or startup of machinery and equipment, or the release of hazardous energy during service or maintenance, then the service provider's HSE management system/safety program must have an energy isolation and/or lockout/tagout (LOTO) component that meets industry best practices and applicable regulations.

Service providers shall:

- Follow Chord site-specific procedures for the safe isolation of energy in production processes, facilities, and equipment using blanks, blinds, locks, and tags.
- Ensure all service provider workers and subcontractor workers understand and follow the site work plan and energy isolation or LOTO procedures.
- Provide Chord workers who are competent with local regulatory requirements and company's energy isolation program and provide evidence of training upon request.
- Provide LOTO devices that meet local regulatory requirements.

Pipe Restraints and Iron Integrity Management

Service providers involved in work on temporary installations of pressurized piping and hoses must have a pipe restraint and iron integrity management component in their HSE management system/safety program that meets industry best practice and applicable regulations.

Service providers shall:

- Use qualified personnel when installing temporary, pressurized piping, hoses, and restraint systems.
- Adequately train their workers on the proper installation of temporary iron and temporary union's utilization.
- Incorporate a safety restraint system on all temporary, pressurized joint piping and hoses. To exclude flanged piping.

  Restraints

  Acceptable restraints include:

  - Flow line safety restraint (engineered nylon slings).
  - Wire rope safety lines not less than 11 mm (7⁄16 in.) in diameter.

  Restraints shall be engineered to withstand the anticipated force encountered during a failure. On straight pipe runs, restraints shall be installed across each hammer union or other connection. On each 90-degree turn, a restraint shall be across each turn and anchored to the nearest solid anchor point. Slack in restraints shall be minimized as much as practicable while still allowing for assembly of the hammer union or other connection covered.

  Acceptable restraints must have the following:

  - Installation instructions.
  - Engineering specifications of the restraint system, including a site-specific plan, intermediate anchor points, and attachment to the piping system.
  - Precautionary information and limitations (e.g., the maximum pressure in the system) and worker exclusion zones.
  - Testing certification.
  - Operating instructions for component use, maintenance, inspection, and removal from service.
  - Certification by a professional engineer that the restraint system has been engineered and is adequate for the purpose.

  Installation of Restraints

  At minimum, restraints shall be installed on all temporary pressurized piping and hoses including all pressure testing equipment (wellheads, flow lines, pipelines, well control equipment) excluding flanged pipe.

  Restraints shall be attached to equipment and/or support that can withstand the anticipated forces encountered during a failure. Restraints are permitted to be anchored to the flanged connection on the frac tree or wellhead.

  All sections of temporary piping shall be installed so as not to impinge on fittings and valves.

  Restraints shall be installed in accordance with the manufacturer's and/or site-specific procedures.

Iron Integrity Management

The service provider's iron integrity management component shall include provisions for the following elements and be available at the work site:

- Routine inspection, nondestructive testing and pressure testing all parts of the flow piping system.
- Inspection testing procedures.
- Frequency of inspection and testing and how the frequency is determined.
- Criteria for rejection of a part and its removal from service.

Method of determining the frequency of replacing parts of the piping system including the basis for replacement.

Pre-Job Safety Meetings **CHORD CORE**

The service provider's HSE management system/safety program must have a pre-job safety meeting component that meets industry's best practice and applicable regulations.

Service providers shall:

- Conduct pre-job safety meetings:
    - At the start of each day.
    - Prior to 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 work group.
- Standardize pre-job safety meetings to include:
    - Assessment of the hazards involved in each task (via the HA/SWP).
    - Controls put in place.
    - Recent incidents whether related to service providers operations or to similar operations of other service providers and the corrective actions taken to prevent similar incidents.
    - Work permits required for performance of the work (e.g., hot work, confined space, LOTO, energized electrical work, ground disturbance).
    - PPE required.
    - Safety data sheets for hazardous materials brought onsite.
    - Emergency response measures, including evacuation routes and muster points.
    - Occupational health and environmental hazards.
- Document pre-job safety meetings and make minutes available for review by Chord upon request.

Rental Lease Equipment

These requirements apply when a service provider is renting or leasing equipment. It is important to note that if any requirements are not met, Chord may at its sole discretion refuse entry of rental lease equipment on the work site.

Rental equipment must be:

- Safe for use and meets legislative and any other legal and regulatory requirements.
- Provided with maintenance and operations manuals.
- Operated by competent operators who employ the proper PPE.

Service providers providing rented or leased human occupancy shacks, wellsite trailers or camps must have the following as part of their safety features:

- Carbon monoxide detectors.
- Propane leak detectors.
- Fire/smoke detectors.
- Any rented or leased equipment that can or does produce electricity or a static charge must be bonded and grounded as per manufacturer's specifications.

Rigging and Lifting **HIGH HAZARD ACTIVITY**

If a service provider's work includes performing mechanical rigging and lifting for Chord field activities on behalf of Chord, then the service provider's HSE management system/safety program must have a rigging and lifting component that meets industry's best practice and applicable regulations.

Service providers shall ensure that the following expectations are met for rigging and lifting on behalf of Chord:

Equipment Inspection and Maintenance

All lifting equipment utilized in lifting operations shall be inspected and maintained in accordance with manufacturers' recommendations and applicable regulatory requirements; at a minimum, this equipment shall undergo a visual inspection before each use and a detailed examination by a competent person at least every 12 months or as prescribed by the equipment manufacturer.

- Legible load certification plates shall be affixed to all lifting equipment such as cranes.
- All lifting accessories shall be legibly tagged or marked by the manufacturer with the safe working load, a unique identification number and a valid certification date; otherwise, they shall be removed from service. Any damaged equipment shall be destroyed to prevent inadvertent use.
- Any equipment that has been involved in any of the following shall be pulled from service and thoroughly examined before being placed back into service:
- An incident where rigging equipment has failed, or a load has been dropped or subject to an unplanned shift.
- Overload.
- Modified, or subject to major repair to components.

Rigging

- Rigging of the load shall be carried out by a qualified/competent rigger.
- Hazards associated with rigging shall be identified on the HA/SWP and mitigated before beginning work.
- Rigging equipment shall be certified for current use and in good working order based on pre-use inspections.
- Objects shall be weighted prior to lifting to establish the load's center of gravity.
- All loads are rigged appropriately and are free of possible restraints.
- Rigging equipment is only removed after the load is securely in place and free of support from the crane.

Lifting

- Initiate lifting activities only after identifying hazards and associated controls on the HA/SWP and reviewing site-specific procedures with all persons involved with the activity.
- A crane lift will not commence without a lift plan for a routine crane lift, or a critical lift plan for a critical lift.
- Develop and follow a critical lift plan for all critical lifts. A critical lift is a lift where the load fulfills one or more of the following conditions:
    - The load exceeds 75% of the crane's capacity.
    - The load is maneuvered over operating process equipment or wellheads.
    - Two or more cranes are used for a lift (tandem lift).
    - The lift is a blind lift (i.e., out of view of the crane operator).
    - The load includes lifting personnel.
- Ensure that workers involved are qualified or competent to perform the duties of equipment operator, signaler, or rigger.

Safe Vehicle Operations **CHORD CORE HIGH HAZARD ACTIVITY**

The service provider's HSE management system/safety program must have a safe vehicle operations component that meets industry best practice and applicable regulations.

Service providers shall:

- Maintain compliance with applicable state, and federal commercial motor vehicle safety regulations.
- Maintain a driver distraction practice regarding the use of cell phones and other electronic devices while driving and follow state or federal regulations, including not using cell phones or other electronic devices while a vehicle is in motion.
- Incorporate the use of industry-accepted hand signals for directing vehicles or heavy equipment.
- Utilize pull-through, drive-through or back-in parking at all locations, where practicable.
- Use a spotter, if backing a vehicle or heavy equipment on a Chord work site.
- Adhere to established road routes and driving in accordance with Chord 's Courtesy Matters program.
- Ensure proper placement and securement of all loads.
- Maintain a staff transport procedure that is performed as per local regulations and industry standards.
- Adhere to protocols for vehicles travelling on radio-controlled roads, ensuring that all vehicles have a functioning two-way radio where the driver is monitoring appropriate frequencies and making required calls.

Hazard Assessment and Safe Work Permit **CHORD CORE**

The service provider's HSE management system/safety program must have a hazard assessment and safe work permit component that meets industry's best practice and applicable regulations.

Service providers shall:

- Prior to initiating work, prepare or revise, and sign a HA/SWP.
- Conduct work in accordance with their own companies' HA/SWP programs.
- Follow established practices and procedures.

- Ensure workers onsite have reviewed and acknowledged or signed an HA/SWP applicable to the work task, prior to initiating work.
- Seek clarification from the Chord site supervisor concerning job hazards related to the specific job scope of work or procedure.
- Stop work if the requirements of the HA/SWP are not met, or if a hazard or condition not covered in the HA/SWP is identified.
- Communicate HA/SWPs in a manner that enables service provider workers to comprehend the scope and steps of work (e.g., language barriers shall be addressed with an interpreter provided by the service provider).

Short Service Employees **CHORD CORE**

The service provider's HSE management system must have a short service employees' component that meets industry best practice and applicable regulations.

Chord defines short service employees (SSEs) as workers with less than six months' experience in their assigned role.

Service providers' programs shall include:

- Definition of new, young, and short service worker appropriate to risk and role.
- Appropriate health and safety training, as determined by hazard assessment.
- Mentoring and effective supervision at the work site, including a mentor who is fluent in the language the SSE understands best.
- Requirements that SSEs are visibly identified on location to distinguish SSEs from other employees on location (e.g., green hard hat, sticker, etc.).
- A job skill competency assessment for removal of SSE status, that is in place.
- Requirements that SSEs do not make up more than 50% of a single crew at any time.

Exceptions to these requirements require both a plan to mitigate the risks, and written approval of the Chord site supervisor.

Site Access

Service providers are expected to follow Chord 's site access control for field work sites and restriction of access onsite when site conditions or activities warrant limiting personnel in specific areas.

In addition, service providers shall ensure the following:

- The service provider company and workers have the authority to be on Chord work sites.
- The service provider's workers have met minimum training requirements (including orientations).
- The service provider's workers wear the appropriate PPE.
- The service provider's workers have been provided with a site-specific orientation by Chord staff.
- The service provider company communicates site and restricted access requirements as presented on site-specific orientations, including HA/SWP forms, to their workers on Chord work sites.

Walking, Working Surfaces and Working at Heights

If the service provider's work involves walking working surfaces and/or working at heights, then the service provider's HSE management system/safety program must have a walking working surfaces and working at heights component that meets industry best practice and applicable regulations.

Service providers shall:

- Have a fall protection and prevention program and follow it; ensure their workers are competent.
- Ensure all workers working at height are properly trained in the use of fall protection.
- Ensure fall arrest equipment meets applicable regulatory requirements, shall be inspected daily or before each use, and shall be used in accordance with manufacturers' recommendations.
- Ensure that personal fall arrest systems are supplied by the service provider and worn as required by applicable regulations.
- Ensure fall arrest systems used for working at heights meet the conditions stated in Table 3 below if the potential fall is onto a hazard other than a solid, flat surface.
- Have rescue plans in place.
- Where man baskets are required, ensure that a professional engineer has certified this equipment; workers in man baskets must be secured in accordance with applicable regulatory requirements.
- Provide trained personnel with verification of training available on site.

Scaffolding shall be designed by a qualified person and shall be installed per that design. Scaffolds will be constructed of suitable material for intended service.

Use or wear fall protection equipment at temporary or permanent installations under the conditions listed below in Table 3:

Table 3: Conditions Requiring Fall Protection Equipment

COUNTRY	CONDITIONS
USA	A worker could fall 1.2 m (4 ft.) or more. A worker could fall less than 1.2 m (4 ft.) onto dangerous equipment. A worker will be within 2 m (6 ft.) or less of a fall hazard.

Service providers must remove a fall protection system from service under the following conditions:

- It is defective.
- It has encountered excessive heat, a chemical or other substance that may corrode or otherwise damage the fall protection system.
- It has arrested a fall.

If a fall protection system is removed from service, it must not be reused until it has been inspected and recertified as safe for use by the manufacturer or a professional engineer.

Welding

Welders and/or service providers shall be trained, certified, tested, and competent in the required welding procedures, and shall adhere to applicable codes, standards and regulations while performing welding work.

Working Alone

If service providers have workers that meet the jurisdictional definition of working alone, then the service provider's HSE management system/safety program must have a working alone component that meets industry's best practice and applicable regulations.

Service providers' programs shall include:

- A documented working alone hazard assessment.

- Identification of tasks and workers who at times might work alone.
- Strategies and procedures that address working alone scenarios and specific hazard control methods.
- Records of working alone program implementation and usage.
- A system to monitor the location of its workers and to ensure their well-being in working alone situations.
- A process to ensure its workers are competent in a service provider's working alone procedures and any associated equipment.

High Pressure Exclusion Zone

Service providers that perform high pressure completion activities on Chord -owned or operated sites must ensure that practices, risks, and mitigations for high pressure fracturing are in alignment with the High-pressure Exclusion Zone Practice. The service provider's HSE management system/safety program must have a high-pressure exclusion zone component that meets industry's best practice and applicable regulations.

Service providers shall:

- Understand and adhere to the High-Pressure Exclusion Zone Practice.
- Service providers are required to have only qualified personnel engaged in red zone high pressure operations and restraint installation.
- Provide adequate training on the High-Pressure Exclusion Zone Practice.
- Provide training records for all employees pertaining to the High-Pressure Exclusion Zone Practice upon request.

Red Zone/Exclusion Zone

- Red zone is defined as:
  - 35 feet from pressured equipment.
  - The distance from the missile to the back of fuel tanks on the pumpers.
  - The side of the blender is closest to the fracturing manifold.
- Red zone boundaries shall be clearly marked with signage and safety barricades.
- Personnel entry or allowable work practice in the red zone shall be defined in the operational practice.

Iron Integrity and Inspection

- All high-pressure treating iron (HPTI) shall be level 3 recertified yearly.
- All reinforced wing unions shall be inspected per level 3 recertification annually, and all non-reinforced three inch-1502 wing shall be replaced upon six-month inspection.
- Prior to starting operation on Chord location service provider shall provide proof of compliance with Level 3 certification within the year.
- All HPTI utilized on Chord high-pressure completions is required to be identified via banding for Level 3 recertification conformance.

5. Process Safety

Process safety is a disciplined framework for managing the integrity of hazardous operating systems and processes by applying good design principles, engineering, and operating and maintenance practices. Process safety work is an activity tied into processes that have the potential to release hazardous materials or energy.

This section applies to both regulated and non-regulated processes, equipment and facilities and is based upon the specific work type of the service provider.

Process safety applies to production, distribution, storage, utilities, and plant facilities used in the petroleum industry. This includes process equipment (e.g., reactors, vessels, piping, furnaces, boilers, pumps, compressors, exchangers, cooling towers, refrigeration systems, etc.), storage tanks, active warehouses, ancillary support areas (e.g., boiler houses and wastewater treatment plants), onsite remediation facilities, and onsite and offsite piping under the control of Chord.

If required based upon work type, the service provider's HSE management system/safety program must have a process safety component that meets industry best practice and applicable regulations.

Service providers' process safety programs shall include the components described under Process Safety.

Mechanical Integrity

If the service provider's work involves mechanical integrity, service providers shall ensure the following:

- All safety critical equipment used at Chord locations is designed, installed, operated, and maintained per recognized and generally accepted good engineering practices (RAGAGEP).
- Equipment, spare parts, and maintenance materials are suitable for the application for which they will be used.
- Management of change (MOC) procedures are followed if identical or like-in-kind equipment is not available for repair/replacement.

  Process Hazard Analysis

  If the service provider's work includes a process hazard analysis (PHA), service providers shall:

  - Participate in Chord PHAs when requested and provide completed PHA reports with recommendations to Chord operating area leadership.
  - Have the appropriate training, knowledge, and experience in the specific PHA methodology being used when acting as the PHA team leader.

Well Control Equipment and Well Control Barrier Systems

Service providers involved in well operations shall ensure that the appropriate equipment and competent workers are supplied to meet Chord 's well-control equipment and barrier system expectations. Service providers shall also ensure:

- Chord 's well-control equipment requirements and well control standard operating procedures (SOPs) are communicated to all workers.
- The Chord site supervisor is notified in the event of any potential conflicts between the service provider's practices and procedures and Chord 's requirements that have not been addressed in a bridging document.
- Their responsibilities for well control incident avoidance are fulfilled (e.g., kick monitoring), and workers are trained to take appropriate first steps to shut in and secure a well when warning signs are detected.
- Barrier design and usage shall meet any applicable regulatory requirements.

> ***NOTE:*** *It is required in drilling, completions, and production operations that at least two well control barriers are in place. If a second barrier is not possible for the operation, then another mitigation measure shall be included in the risk assessment and work program.*

Well Design

Service providers involved in well operations are responsible for ensuring they have a copy of the current well program and fully understand their responsibilities prior to conducting any work at a well-site.

Management of Change (MOC)

The service provider's HSE management system/safety program must have a management of change component that meets industry best practice and applicable regulations.

The management of change component must include:

- Methods for identifying health and safety changes that could impact process and worker safety.
- Areas requiring re-assessment of hazards and risks.
- Actions required for various risk levels of change.
- Communication techniques required for various risk levels, ensuring changes are communicated to the service provider's Chord site supervisor before being implemented.
- Documentation of MOC activities.
- The practice of recognizing potential changes and stopping work until the change has been evaluated and approved.

6. Environmental Stewardship

Materials and Waste Management **CHORD CORE**

The service provider's HSE management system/safety program must have a materials and waste management component that meets industry's best practices and applicable regulations.

Service providers shall:

- Comply with all applicable regulations governing waste, as well as any requirements set forth in the service provider's individual MSA.
- Ensure all chemicals and containers brought into a Chord location are removed at the completion of the job; costs for the disposal of the materials are charged back to the service provider if not removed from the invoice.
- Manage all wastes generated and/or disposed of on behalf of Chord, in accordance with instructions from the Chord site supervisor.
- Segregate and dispose of all waste into the appropriate waste receptacles in a way that minimizes the need and costs for disposal.
- Ensure wastes generated are transported by licensed transporters to an approved facility for the specific waste type and that wastes are accompanied by the appropriate documentation or shipping papers (e.g., Uniform Hazardous Waste Manifest), if applicable.

Waste generated solely by the service provider (e.g., used oil from rental equipment) is the responsibility of the service provider to recover and dispose of properly offsite.

Spill Prevention, Reporting and Management **CHORD CORE**

A spill is an unplanned discharge, disposal, leak, seep, pour or dump of any quantity of a liquid or solid substance that is partially or wholly outside of its primary containment.

The service provider's HSE management system/safety program must have a spill prevention, reporting, and management component that meets industry's best practices and applicable regulations.

Service providers shall:

- Have response procedures and resources for spills that may be generated by their activities.
- Immediately report all spills on Chord property to the Chord site supervisor.
- Maintain contact information for emergency responders in addition to all pertinent Chord emergency contact information.
- Be responsible for cleanup of any spills they cause, at their expense; spill cleanup shall be managed with Chord site supervisor oversight.

Water Quality and Quantity

Water may not be removed from either a surface water or sub-surface source without proper regulatory permits and authorization in place. Service providers shall verify with the Chord site supervisor to ensure withdrawal is permitted.

Service providers shall obtain all necessary approvals, licenses and permits for ground water or surface use before performing work as directed by Chord. No water will be discharged without prior approval of the Chord site supervisor, which includes approval by the surface landowner, obtaining applicable permits, and/or proper tests and documentation, prior to discharge (e.g., stormwater and hydrotest water).

Wildlife and Habitat

Service providers shall respect wildlife and habitat on Chord locations and report potential wildlife or habitat impacts, identified during field activities, to the Chord site supervisor (e.g., bird nests and dead/injured wildlife).

7. Business and Ethics

All service providers of Chord and its subsidiaries shall conduct business legally and ethically.

Chord maintains an integrity hotline to enable internal and external stakeholders to report any unethical, illegal, or otherwise inappropriate behavior confidentially and anonymously they may observe.

Please contact Chord, by any of the means listed below, to report any unethical, illegal, or otherwise inappropriate behavior:

PHONE:	866-839-1233
EMAIL:	info@chordenergy.com
MAIL:	1001 Fannin Street Suite 1500 Houston TX 77002