

Sub-contracting Policy

It is the policy of **TENDRILL CO.** that its Sub-contractor shall adopt Health, Safety and Environmental objectives and standards. These objectives and standards shall be in compliance with **TENDRILL CO.** and **TENDRILL CO.** Client requirements.

As a minimum, the Sub-contractor shall have a HSE policy that is in line with **TENDRILL CO.** policy and shall implement safety programs and procedures accordingly.

It is the responsibility of the Sub-contractor to ensure that their personnel are HSE competent and fully aware of **TENDRILL CO.** HSE policies, standards and procedures.

Sub-contractors HSE responsibilities are:-

- Sub-contractor shall develop and implement a HSE management system specified in the contract.
- All new Sub-Contractor employees shall receive suitable HSE induction prior to commencement of work.
- All Sub-Contractor personnel shall be issued with appropriate PPE at no cost to the employee and shall be used at all times as necessary.
- Sub-Contractor employees shall be made aware of all job specific hazards, procedures, regulations and safeguards.
- Sub-Contractors shall participate in safety meetings and in the dissemination of safety related information.
- Sub-Contractors shall maintain all equipment in good and safe condition and inspect regularly.

TENDRILL CO. contract document will clearly specify HSE requirements and the HSE Coordinator will monitor and audit to ensure the effectiveness and the implementation of the contractual requirements.



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Chairman
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