

PO Addendum Health and Safety Requirements

This Addendum forms part of the Purchase Order and applies to all Services performed in Quebec. Capitalized terms have the meanings given in the Agreement. Where Purchaser's Site rules or policies are more stringent than Laws, the stricter requirement applies.

1. Quebec legal compliance and site rules. Vendor shall comply with all Laws relating to occupational health and safety and workers' compensation applicable to the Site(s) and the Services, including the Act respecting occupational health and safety (AOHS), its Regulation respecting occupational health and safety (ROHS), its Construction Safety Code (CSTC), the Act respecting industrial accidents and occupational diseases (AIAOD), and the requirements and directives of the CNESST. Vendor shall comply with Purchaser's Site-specific rules, orientations, policies, permits, and instructions. Vendor is required to register upon arrival at the Site.
2. Health and safety management system. If not on Avetta, Vendor shall maintain a written health and safety management system appropriate to the scope of Services, including policies and procedures for hazard identification, risk assessment and control, training and competency, job planning, inspections, incident reporting and investigation, corrective actions, and subcontractor management. Upon request, Vendor shall provide Purchaser with copies of its safety manual, procedures, and evidence of implementation. If Vendor holds COR, ISO 45001, or equivalent certification, it shall provide current evidence of certification.
3. Competency, training and orientation. Vendor shall ensure all Personnel are competent for their work, including a properly qualified health and safety professional, and have current, applicable training and valid and up to date certifications, including without limitation: Working at Heights (in accordance with CSTC/RSST, SIMDUT/SGH), lockout/tagout, confined space entry and attendant, hot work, mobile equipment operation, elevated work platforms, rigging and hoisting, and First Aid/CPR. All Personnel must complete Purchaser's Site orientation and any job-specific briefing before commencing work.
4. Respiratory Protection. When work is performed that may expose workers to harmful substances, such as respirable crystalline silica, Vendor implements preventive measures in accordance with applicable laws, regulations, and CNESST requirements, including the obligation to protect the respiratory system. Vendor ensures that each worker required to use respiratory protective equipment has undergone an initial and periodic fit test, is trained in its use, and is medically fit to wear it. Upon request, Vendor will provide Purchaser with training certificates, fit test records, and applicable procedures. Given the CNESST's zero-tolerance policy regarding silica exposure, Purchaser may refuse access to the Site to any non-compliant worker without compensation.
5. Permits and safe work methods. Prior to mobilization on Site, Vendor must obtain and comply with all required permits and procedures, including, but not limited to, lockout/tagout, confined space entry, hot work, excavation and soil disturbance work, pipe openings, electrical work, lifting plans, and authorization to work on live equipment. Vendor conducts job-level hazard assessments and job safety analyses for high-risk activities and maintains up-to-date risk control measures and rescue plans specific to the Purchaser's area of expertise.
6. Personal protective equipment. Vendor shall ensure Personnel wear and maintain all PPE required by Laws and Purchaser policy, including as a minimum: CSA-approved safety boots, hardhat, safety glasses (with side shields), high-visibility apparel, gloves suitable for the task, and hearing protection where indicated. Additional PPE (e.g., respiratory protection, fall protection, FR clothing) shall be used as required by risk assessment, permit, or Purchaser policy, and Personnel shall be fit-tested and medically cleared where applicable.
7. Tools, equipment and mobile plant. Vendor shall ensure all tools, equipment, lifting devices and mobile equipment are suitable for their intended use, inspected and maintained in accordance with manufacturer requirements and Laws, are not modified, are properly registered and used only by trained and authorized Personnel. Pre-use inspections shall be documented and available upon request.
8. Lifting Equipment: Compliance, Use, and Inspections. Vendor represents and warrants that all mobile lifting equipment, including but not limited to forklifts and aerial work platforms, that it uses in the performance of the Services (the "Equipment") complies at all times with the laws, regulations, and

standards applicable in Quebec, as well as with the manufacturer's specifications, guidelines, and usage limitations. Vendor undertakes to use the Equipment only for the purposes and under the conditions expressly provided by the manufacturer, and not to make any modifications, alterations, or adaptations to the Equipment, including its rated capacity, safety devices, or components, without the prior written authorization of the manufacturer and the Purchaser, and subject to the continued compliance of any modifications with applicable laws, regulations, and standards.

Prior to any deployment of the Equipment at the Purchaser's site (the "Site"), the Vendor shall provide the Purchaser, for review and approval, with satisfactory documentary evidence establishing the Equipment's conformity and safety condition, including, but not limited to, certificates of conformity, inspection and maintenance reports, test and commissioning certificates, and any relevant manufacturer's documentation confirming the intended use. Purchaser may refuse access to the Site to any Equipment for which the required evidence is not provided or is deemed insufficient, without this constituting a default by Purchaser or entitling Vendor to any compensation or extension of time.

Vendor remains solely responsible for maintaining the conformity, integrity, and safety of the Equipment, for its periodic inspection in accordance with legal and regulatory requirements, and for complying with all manufacturer's instructions for the duration of the Services. At Purchaser's request, Vendor will promptly provide any additional evidence reasonably required regarding the conformity, intended use, and inspections of the Equipment. Failure to comply with this clause constitutes a material breach, entitling Purchaser to suspend work or demand the immediate removal of the Equipment from the Site, at the Vendor's expense, without prejudice to any other rights or remedies of Purchaser.

9. Subcontractors. Vendor shall be responsible for its subcontractors' compliance with this Schedule, the Agreement, and all Laws. Vendor shall flow down all requirements herein in its subcontracts and shall supervise and coordinate subcontractors at the Site(s). Vendor remains fully responsible for subcontractor performance.
10. Incident reporting and investigations. Vendor shall immediately notify Purchaser of any incident, near miss, injury, occupational illness, property damage, spill, issuance of a regulatory order, or attendance by a regulator at the Site(s) related to the Services. Written reports, including root cause analysis and corrective actions, shall be provided to Purchaser within twenty-four (24) hours (or earlier if required by Purchaser). Vendor shall cooperate with Purchaser and any regulator in all investigations and shall implement corrective actions promptly.
11. Stop work and removal from Site. Vendor shall stop work where conditions are unsafe or where directed by Purchaser. Purchaser may remove any Personnel who fail to comply with Laws or this Schedule. Such stoppages or removals shall be at Vendor's cost and without entitlement to additional time or money to the extent arising from Vendor or its Personnel.
12. Alcohol, drugs, and fitness for duty. Vendor shall enforce a fitness-for-duty program and an alcohol and drug policy that meets or exceeds Purchaser's policy and Laws. Personnel shall be fit for duty at all times and all personnel of Vendor shall comply with Purchaser's Fitness for Duty Policy when on Site. Purchaser may require testing or removal of Personnel where reasonable suspicion exists or following an incident.
13. Environmental health and safety interfaces. Vendor shall comply with all applicable environmental requirements at the Site(s), including waste management, spill prevention and response, dust and noise controls, and protection of sensitive receptors. Environmental non-compliance associated with the Services is deemed a safety non-compliance for purposes of remedies under the Agreement.
14. Documentation and audits. Before mobilization and on request thereafter, Vendor shall provide, if not subject to the requirements of the Avetta platform: a CNESST compliance certificate confirming its registration and current status; proof of insurance meeting the Agreement; applicable training records and certifications; Site orientation records; equipment inspection and maintenance records; and project-specific safety plans. Purchaser may audit Vendor at any time; Vendor shall promptly address audit findings to Purchaser's satisfaction. Upon Purchaser's request, Vendor shall deliver written confirmation of continued compliance and supporting documentation reasonably required by Purchaser. Any breach of this paragraph constitutes a material breach of the Agreement and shall give rise to termination. Vendor using Avetta must keep its submitted documentation up to date on the platform.
15. Designation of the Project Manager (Construction Sites). When the Services constitute a "construction

site” as defined by the Act Respecting Occupational Health and Safety and Purchaser designates Vendor in writing as the “project manager,” Vendor assumes and performs all the obligations of the project manager, including preparing and posting required notices, coordinating trades, developing a site-specific prevention program, holding meetings and inspections, and communicating with the CNESST (Commission des normes, de l'équité, de la santé et de la sécurité du travail). Vendor shall not commence any construction work until all applicable notices and requirements have been designated and completed. The project manager must provide Purchaser with all health and safety data required by the Buyer on a monthly basis within 5 days of the end of the month.

16. Remedies; indemnity; termination; withholding. In addition to any other rights under the Agreement, any failure by Vendor or its Personnel to comply with this Schedule or applicable health and safety Laws shall constitute an Event of Default. Purchaser may immediately suspend or stop the Services, remove Vendor from the Site(s), and/or terminate the Agreement for cause without liability. Vendor shall fully defend, indemnify and hold harmless the Purchaser Indemnified Parties from and against any liabilities, damages, losses, costs, claims, fines, penalties, or expenses (including reasonable legal fees and regulatory orders) arising from or related to such non-compliance. Purchaser may withhold payment to protect against loss or exposure resulting from Vendor's actual or alleged safety non-compliance.
17. No relief from obligations. Nothing in this Schedule relieves Vendor of its independent duty to ensure the health and safety of its Personnel or others affected by the Services, nor shifts to Purchaser any duty imposed on Vendor by Laws or the Agreement.