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1 INTRODUCTION

This document is a summary of the Environmental, Health and Safety (“EHS”) requirements that are the minimum standards and practices to which all Contractor personnel shall adhere to while performing Work for Oasis Petroleum LLC and/or any of its affiliates (collectively, “Company”). These are Company’s minimum requirements, and are in addition to, and intended to supplement, all other applicable laws, rules and regulations.

Contractor shall complete **Attachment A** - Contractor Participation Plan Certification - prior to commencing any Work on a Company Location, certifying that the Company EHS Minimum Requirements for Contractors have been reviewed by all of Contractor’s employees and subcontractors.

A copy of the signed certification shall be provided to the Company contract proponent or other Company designee for retention.

2 PURPOSE AND SCOPE

The Company EHS Minimum Requirements for Contractors are the minimum standards and practices to which all Contractor personnel shall adhere to while performing Work for Company.

Contractor shall be solely responsible for the Work safety and industrial hygiene of Contractor and its affiliates, its subcontractors and their affiliates and the managers, officers, directors, employees, agents and representatives of all those entities (collectively, “Contractor Group”), and Contractor shall comply with all applicable health and safety standards, codes, and regulations applicable to Contractor’s Work, and/or all items, materials, equipment, or personnel used in performing such Work. This may include, but is not limited to, the following (as may be supplemented and amended from time to time): the Occupational Safety and Health Act (“OSHA”), the Clean Air Act, the Comprehensive Environmental Response, Compensation and Liability Act, the Federal Water Pollution Control Act, the Solid Waste Disposal Act, the Resources Conservation and Recovery Act, the Safe Drinking Water Act, the Toxic Substances Control Act, the Hazardous Materials Transportation Act, the Federal Oil Pollution Act of 1990 and comparable state and local statutes and implementing rules or regulations. If such standards, codes or regulations do not adequately protect against hazards arising from the particular Work, Contractor shall adopt appropriate additional practices.

It is not within the scope of this document to detail all government regulations or all Company EHS procedures or requirements, but rather to provide an overview of Company’s minimum EHS requirements.

3 DEFINITIONS

ANSI	American National Standards Institute
Combustible	A substance that burns but has a Flashpoint above 100° F.
Company	Defined in Section 1.
Company Location	Company facilities, or property owned, controlled, or operated by Company and any other location on which Contractor will be providing Work for Company (whether such location is owned, controlled, or operated by Company or not, including facilities, roads, parking lots, pipeline rights-of-way, common areas, compressor/pump stations or offices).
Competent Person	A person who has been trained and is authorized by their employer to identify and implement prompt, corrective actions to mitigate work site hazards.
Contract Worker or Contractor	Any company or person contracted to perform short or long-term Work for Company, including, but not limited to, Contractor's employees, its subcontractors and its third party inspectors and consultants. For clarity purposes, a Contractor is not an employee of Company.
Contractor Group	Defined in Section 2.
EHS	Defined in Section 1.
Flashpoint	The minimum temperature at which a liquid gives off a vapor in sufficient concentration to ignite.
FRC	Flame resistant clothing, defined in Section 5.4.18.
Hot Work	Any activity located in a designated hazardous area which may produce sufficient heat or sparks to ignite a flammable gas or vapor.
ISN	Defined in Section 5.1.
NDT	Non-Destructive Testing, defined in Section 5.4.15.
Near Miss	An unplanned sequence of events in which no property was damaged, no personal injury was sustained, and no loss occurred, but where, if conditions were different or allowed to progress, damage, injury or loss could have easily occurred.
NFPA	National Fire Protection Association
OSHA	Occupational Safety and Health Act, defined in Section 2.
PPE	Personal protective equipment, defined in Section 5.4.18.
Safety Data Sheet or SDS	A source of information about the hazards of materials used in the process.
Shall/Must	These words indicate a requirement which must be followed. These statements are usually written in terms of the final result to be achieved and are usually a direct reflection of a legal or regulatory requirement, guideline, procedure, or a specific Company policy.
WMP	Waste Management Plan, defined in Section 5.5.4.

Work or Working	Any and all services, acts, obligations, duties and responsibilities necessary to the successful completion of the project assigned to or undertaken by Contractor under agreements, acknowledgements, work orders, change orders, purchase orders or other documents or instructions, whether written or oral, including the furnishing of all labor, services, materials, equipment and other incidentals.
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4 ROLES, RESPONSIBILITIES, AND AUTHORITIES

4.1 Individual Responsibilities

It is the minimum responsibility of every individual on a Company Location to comply with all Company EHS requirements, all Contractor-specific EHS requirements, and all applicable health and safety standards, codes, and regulations. If any questions or concerns arise about safe Work practices, consult your supervisor and/or a Company supervisor for the location or facility where you are Working.

4.2 Contractor Responsibilities

Contractor shall be responsible for compliance with the enclosed requirements, other Company requirements that may subsequently be issued, Contractor-specific EHS requirements, and all federal, state, county, and municipal laws, rules and regulations applicable to Contractor's employees and subcontractors and Contractor's respective Work. Contractor is solely responsible for the work safety of the Work it is performing.

5 Company EHS Minimum Requirements for Contractors

5.1 EHS Commitment

Contractors are required to have the following commitment to EHS:

- Contractor shall demonstrate a strong commitment to EHS matters and must have established written EHS-related policies and procedures.
- Contractor shall be responsible for complying with its policies and procedures related to EHS matters.
- Contractor shall be responsible for all aspects of Contractor's EHS performance, and for ensuring that Contractor has a Competent Person at the Company Location at all times who has the authority to implement the Contractor's EHS system properly and to meet Company's EHS requirements.
- Contractor shall participate in the Company's Contractor Safety Evaluation Program by subscribing to ISNetwork ("ISN") and shall maintain the current ISN United States Questionnaire in order to capture safety statistics as required as part of the Contractor ISN subscription.

Company requires Contractor to have satisfactory statistical scores prior to the award of any Work. It is Company's expectation that Contractor's status within the ISN database remains satisfactory throughout

the duration of Work being completed for Company. If at any time Contractor's status becomes unsatisfactory, Contractor must work with the Company contract proponent or Company designee to develop a plan for correcting deficiencies and timelines for completion. If Contractor does not address or correct any such deficiencies within the applicable timeline for completion, then Company may discontinue working with Contractor and/or terminate its contract or agreement with Contractor.

At any time while Contractor is performing Work for Company, Company may request to conduct an EHS desktop or field audit. Company representatives shall be afforded access to Contractor's records at Contractor's offices during normal business hours after reasonable notice so that Company may verify Contractor's information in ISN, its safety culture, and its safety compliance. If any improvement opportunities are identified, Contractor shall be required to correct any deficiencies with timelines for completion. If Contractor fails to meet the timelines, or Contractor denies Company's request for an audit, then Company shall have the right to remove Contractor from the applicable Company Location and discontinue requesting Work from Contractor. A third party auditor may also assist Company with the coordination and completion of Contractor audits.

5.1.1 [Safety Training and EHS Orientation](#)

Contractor shall ensure that Contractor's personnel have been given the necessary safety, emergency, and job-related training required by petroleum industry standards and practice, such as compliance safety training per OSHA 29 CFR 1910 as well as any additional training requirements covered in other standards such as ANSI, NFPA, etc. that are applicable to the Work being provided to Company.

Contractor shall also ensure that Contractor's personnel have been given the necessary training on Contractor's and Company's EHS policies and procedures. Contractor training records shall be available to Company for review. Contractor shall ensure that certificates for mandatory training have been obtained by Contractor prior to Contractor's personnel travelling to any location to start the Work.

All contractors Working on any Company Location shall have, in addition to the federal training standard and requirements, SafeLand USA, or a SafeLand USA accredited, orientation prior to Working on any Company Location.

An employee EHS orientation program shall be implemented by Contractor, and shall be given to all of Contractor's and all its subcontractors' personnel, regardless of prior experience. This EHS orientation shall address Contractor's mandatory EHS procedures, rules, and regulations. Each employee of Contractor and any of its subcontractors must receive the EHS orientation before being allowed on any Company Location.

5.2 [Disciplinary Action](#)

If Contractor requires, requests or allows workers to perform Work in or around unsafe conditions or violates environmental permits or regulations, Company may immediately remove Contractor or any of its individual workers from Company Locations. For example, immediate and permanent removal may occur if any of the following activities are observed:

- Openly exhibits disregard, defiance, or disrespect for the safety program

subcontractors shall ensure that all personnel assigned to any Company Location can safely perform the essential functions of his/her job assignment with or without reasonable accommodation by Company. Contractor shall ensure that Contractor's personnel maintain appropriate standards of personal hygiene in connection with the performance of the Work.

5.4.4 [Department of Transportation Safety](#)

Contractor shall operate all Commercial Motor Vehicles in compliance with State and Federal Motor Carrier Safety Regulations.

5.4.5 [EHS Meetings](#)

Contractor shall hold regular EHS meetings with its personnel and shall establish pre-job toolbox talks. Such EHS meetings should be documented and copies forwarded to Company's authorized representative as requested.

5.4.6 [Electrical Safety](#)

Contractor personnel Working around electrical equipment shall follow 29 CFR 1910.331-335, 29 CFR 1926.400-408, and NFPA 70E Article 110.8(B)(1) for Work performed on or near exposed energized and de-energized parts of electric equipment, use of electrical protective equipment, and the safe use of electric equipment.

5.4.7 [Emergencies](#)

Contractor personnel shall become familiar with Company's Emergency Response Plans and Procedures at Company Locations and shall participate in emergency drills. See 29 CFR 1910.38 for additional guidance regarding Emergency Action Plans. If there are questions concerning evacuation or emergency response arrangements, Contractor shall immediately notify a Company supervisor for further explanation.

5.4.8 [English Language Proficiency](#)

Contractor shall ensure that all Contractor management and supervisory personnel are proficient in reading and writing of the English language, as well as the primary language(s) spoken by Contractor's employees, or Contractor shall have an agreed upon strategy approved by Company for communicating with employees who do not proficiently speak English. This is critical for all aspects of EHS, including, but not limited to, implementation of procedures, permits to work, training, signs, and emergency response actions.

5.4.9 [Fall Protection Equipment](#)

Full body safety harnesses and lifelines shall be supplied by Contractor and worn by all workers when Working above four (4) feet. All fall protection equipment shall be routinely inspected and maintained following manufacturer recommendations and in accordance with 29 CFR 1910.23, 29 CFR 1910.28-29, and 29 CFR 1926.500-503.

5.4.10 Fire Protection

Any unauthorized use of fire protection equipment for any purpose other than its intended use is forbidden. Contractor shall provide fire protection equipment appropriate for the Work being performed following 29 CFR 1910.155-165 and 29 CFR 1926.150-155.

Any Work that has the potential to produce a spark or open flame (e.g., welding, cutting, grinding, electrical) in areas where flammable vapors or Combustible materials may exist is strictly prohibited. See Section 5.4.19 describing required Safe Work Practices for requirements regarding permit to work and Hot Work activities.

Smoking is restricted on Company Locations especially near operations that could cause a fire hazard. This includes, but is not limited to, chemical storage, dog houses, trailers, tool sheds, and other potentially hazardous areas for fire. Smoking is only permitted in designated areas. Designated smoking areas shall be identified by signage and discussed as-needed during Job Safety Analysis reviews.

5.4.11 Horseplay

Horseplay can be dangerous and is prohibited at all Company Locations.

5.4.12 Housekeeping

Contractor shall use good maintenance practices at Company Locations. See 29 CFR 1926.25 for additional guidance. Work areas shall be maintained in a neat and orderly manner. Trash, spills, unused tools or materials, etc. shall be cleaned up or put away as soon as possible. Aisles, emergency exits, electrical panel accesses, fire extinguishers and emergency controls shall be kept clear and free of materials at all times. All wastes are to be disposed of in a proper and safe manner. Contractor shall leave all work sites clean, orderly and in good condition. All remaining trash, debris, surplus materials and equipment shall be removed from Company Locations or neighboring property upon completion of Work.

5.4.13 Hydrogen Sulfide

Hydrogen Sulfide, or H₂S, may be encountered at Company facilities. Contractor is responsible for ensuring that Contractor's personnel are properly trained and equipped in accordance with 29 CFR 1910.1200 and 29 CFR 1926.55 to a recognized industry standard when Working in areas where hydrogen sulfide may be encountered.

Gas monitors shall be utilized during Work on Company Locations when there is the potential for H₂S, oxygen deficient/enriched atmosphere, or in any potentially explosive atmosphere where the Lower Explosive Limit and Upper Explosive Limit is unknown. Contractor shall liaise with the Company supervisor on site, contract proponent, and/or Contractor Company designee to determine the appropriate gas monitoring device required for that Company Location.

5.4.14 Incident Reporting and Investigation

Contractor shall abide by 29 CFR 1904 to record and report work-related injuries and illnesses that may occur on Company Locations. Contractor is required to immediately notify Company of all safety-related

5.4.22 Substance Abuse, Dangerous Materials and Firearms

Without prejudice to, or waiver of, Company's other remedies, any of Contractor's personnel who are in breach of the provisions of Company's rules, regulations, and policies relating to substance abuse (e.g. Company's Drug and Alcohol policies), dangerous materials, and firearms, shall be immediately removed from the applicable Company Location. Entry onto any Company Location is conditioned upon Company's right to conduct unannounced searches for such contraband. Contractor shall cause Contractor's personnel to comply with and be subject to all such rules, regulations, and policies.

5.5 Environmental Management

Contractor is responsible for following all applicable state and federal environmental laws.

Contractor shall pay due regard to the environment and shall act responsibly in order to protect the environment from adverse effects resulting from Contractor's activities and to minimize any adverse impact which may arise from such activities.

Contractor's employees shall not hunt, fish, trap, trade or keep wild animals in captivity on Company Locations.

Contractor shall ensure the following:

5.5.1 Reporting

Contractor shall immediately report any unintended release of fluids or gases including but not limited to, oil, produced water, chemical, gases, or air-related to a company representative.

5.5.2 Tanks or Vessels

All permanent on-site storage tanks or vessels shall be properly installed at ground level, and be contained inside an impermeable dike with a retention capacity equal to 110% of the largest tank. Tanks or vessels shall comply with all technical and safety requirements to avoid excessive evaporation, contamination, explosion or fuel spill. Contractor shall inspect these tanks on a daily basis and any accumulation of fluids shall be removed to preclude overflows and seepage into the ground.

5.5.3 Unused Chemicals

All unused chemicals not consumed in operations or maintenance shall be returned to the supplier or recycled.

5.5.4 Waste Management Plan

At the discretion of Company and dependent on the nature of Work, Contractor may be requested to develop and implement a Waste Management Plan ("WMP") for handling and disposing of hazardous and non-hazardous waste material. The WMP shall be subject to the review and approval by the Company Waste Manager. The disposal of all waste generated during an Oasis project must be approved by the Oasis Waste Manager.

5.5.5 Water Use

All wash down water and other water derived from execution of the Work shall be controlled and managed in such a manner as to prevent direct discharge to land or bodies of water.

6 CONCLUSION

These requirements are not intended to be an exhaustive list nor are they intended to cover all Company EHS requirements, but, rather, the purpose is to describe Company's minimum standards and practices to which Contractor personnel and Contractor's subcontractors must satisfy while Working for Company. These minimum requirements are in addition to, and intended to supplement, all other federal, state, county and municipal laws, rules and regulations applicable to Contractor's Work.

7 RECORDKEEPING

Document	Frequency	Retention
Company EHS Minimum Requirements for Contractors Certification	Initial only.	Keep initial form from Contractor for duration of Contractor / Company active MSA. Maintain signed certification within ISN profile for review.

8 REFERENCES

- [1] Occupational Safety and Health Administration. (1970). Occupational Safety and Health Standards (Standard No. 29 CFR 1910). Retrieved from <https://www.osha.gov/Standard No. 1910>.
- [2] Occupational Safety and Health Administration. (1970). Safety and Health Regulations for Construction (Standard No. 29 CFR 1926). Retrieved from <https://www.osha.gov/Standard No. 1926>.
- [3] Occupational Safety and Health Administration. (1970). Recording and Reporting Occupational Injuries and Illness (Standard No. 29 CFR 1904). Retrieved from <https://www.osha.gov/Standard No. 1904>.
- [4] NFPA 70E: Standard for Electrical Safety in the Workplace, 2018 Edition. In NFPA National Fire Codes Online. Retrieved from <https://www.nfpa.org/codes-and-standards>.
- [5] NFPA 30: Flammable and Combustible Liquids Code, 2018 Edition. In NFPA National Fire Codes Online. Retrieved from <https://www.nfpa.org/codes-and-standards>.

Attachment A Contractor Participation Plan Certification



Company EHS Minimum Requirements for Contractors Certification

I acknowledge that the Company EHS Minimum Requirements for Contractors as described herein have been provided to and discussed with any member of Contractor Group anticipated to be on any Company Location:

Contractor:	
Print Name (Authorized Contractor Representative)	
Signature:	
Date:	

All Contractors are responsible for ensuring that the Company EHS Minimum Requirements for Contractors are reviewed by all members of Contractor Group who will be on any Company Location before beginning Work on said Company location. Capitalized terms used herein are defined in the Company EHS Minimum Requirements for Contractors.

A copy of the signed certification shall be provided to the Company contract proponent or other Company designee for retention.

Frequency – Prior to initial Work assignment at any Company Location.

Retention – Retain for duration of the term of Contractor’s agreement with Company and/or during the performance of any Work by or through Contractor for Company.