

The background image shows an oil drilling site. A tall, white metal derrick structure is the central focus, with various cables and equipment attached. Below the derrick, there are teal-colored metal containers or trailers. In the foreground, three workers in blue safety suits and white hard hats are standing on a dirt surface. The background features a line of tall evergreen trees under a clear blue sky. The overall scene is industrial and safety-oriented.

SERVICE PROVIDER EH&S Expectations Manual

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encana

safe360

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Safety Message

Safety is paramount at Encana - it's a foundational value, built into every job.

We believe that we are all responsible for our own safety as well as the safety of those around us. If we can't do it safely, we will not do it at all. It's a commitment and passion reflected in the decisions we make every day.

As a partner in our success, we expect our service providers to have the same level of commitment to safety and ensure your company's work is performed in a safe, responsible manner consistent with Encana's standards and practices.

Encana's Stop Work Program is in place to enable anyone at any time the opportunity, and right, to stop any job where there is a recognized unsafe condition. We view the ability to Stop Work as a responsibility each of us have.

We strive very hard to provide a workplace free of recognized hazards. Our safety culture embraces the belief that all injuries are preventable and that we want all employees to return home to their families at the end of the day. Your commitment to these values are essential to each of us accomplishing these goals.

Best regards,



Greg Givens
Chief Operating Officer



Kim Williams
Vice President, EH&S/Reg Affairs/Security

1 Overview & Introduction

1.1 Purpose

This Service Provider Expectations Manual (SPEM) is intended to provide guidance to Encana's Service Providers (and their subcontractors) regarding the mandatory environmental, health, and safety (EH&S) program requirements necessary to work at Encana field locations. Service Providers are expected to incorporate Encana's requirements into their EH&S management system prior to commencing work under an Encana agreement. Encana's environmental, health, and safety requirements are referenced in our service agreements and contracts and are binding.

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 SPEM requirements, and are required to subscribe to ISNworld (ISN), if any of the following apply:

- the company performs 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 an Encana Service Provider to perform work onsite in the field
- the company trucks/transport 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 install, concrete supply and placement)
- the company is an Encana 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.

This document does not apply to offshore activities and operations.

1.2 Prequalification and performance management

One of the methods Encana uses to strengthen its overall EH&S performance and reduce EH&S risk is through consistent Service Provider prequalification and performance management. To assist, Encana uses a tool called ISN. ISN is used to prequalify Service Providers and to collect and review the Service Providers' written EH&S programs, and other data, to ensure they meet Encana and regulatory requirements.

Encana has specific criteria for Service Providers required to have an ISN account. Encana refers to these Service Providers as "ISN-Required". To be qualified for work, all Service Providers must maintain a "C" grade or better in ISN. Conducting work with anything short of a "C" grade may jeopardize the Service Providers ability to work for Encana. Accountability for maintaining an Encana acceptable grade within ISN lies solely with the Service Provider.

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

Service Providers subject to Encana's ISN Pre-Qualification (ISN-Required) shall:

- maintain a current ISN subscription
- maintain current ISN contact information
- maintain a "C" grade or better; otherwise not be cleared to work on Encana locations
- subscribe to applicable ISN notifications to ensure there are no lapses of scorecard requirements
- maintain quarterly Total Recordable Incident Frequency (TRIF) and other related statistics as required on Encana's ISN scorecard
- upload applicable certificates of insurance
- upload applicable Workers Compensation Board (WCB) (Canada) or Experience Modification Rate (EMR) (US) ratings
- read and acknowledge the understanding of Encana's Service Provider Expectations Manual, located in the documents section of ISN
- ensure that the key points of Encana's expectations are reflected in their EH&S 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 EH&S programs. Service Providers EH&S programs must be submitted to ISN RAVS for evaluation and scoring, which will then be verified by Encana throughout the supplier lifecycle, with the intent of continuous improvement and consistent Service Provider EH&S performance management.
- complete the Encana Safety Culture Questionnaire
- complete any additional Encana ISN scorecard requirements

Site visitors are not required to be subscribed in ISN. Visitor status may be granted to non-operating personnel requiring access to Encana field sites to attend meetings, classroom training, planning work, or participating in tours. Visitors must obtain approval before arriving on an Encana field worksite. Encana Site Supervisors retain final authority over the presence of visitors on field worksites even if other parties have approved the visit. Site visitors always require an Encana escort while at the work site to ensure their safety.

1.3 Encana "Core" EH&S programs

At a minimum, Service Providers and their subcontractors are expected to develop, implement and maintain all relevant EH&S programs/components listed within this document.

The following programs are considered "core" programs and must be included in the EH&S Management system/safety program of all Service Providers and their subcontractors regardless of the type of work performed:

- Management commitment
- EH&S verification and audit

- Safety training
- Alcohol and drugs (A&D)
- First aid and emergency medical services
- Fit for duty (fitness for work)
- Health hazard assessment and control
- Personal protective equipment and 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
- Safe work permit / Job safety analysis
- Short service employees
- Material 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 type of 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 system. Encana's specific expectations for each of these programs are found within this document. Further program expectations may be included in ISN or within relevant regulations.

1.4 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/licensed to perform, not on the specific scope of work that may be performed for Encana (and shall include the work type(s) of subcontractors). The work type(s) selected in ISN determine the work-related safety programs that are required, in addition to the "core" programs above. Encana-specific expectations for work-related safety programs are included in this document.

Encana will not provide exemptions from written program requirements. It is the Service Providers responsibility to make this determination and provide adequate documentation as to why a written program does not apply; and to make this documentation available upon request.

1.5 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 we operate and does not exempt the Service Provider from their responsibilities under applicable regulations. Regulatory

requirements supersede those of this document except in the case where Encana'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 available to workers and subcontractors.

Encana expects Service Providers to inform the Encana Site Supervisor immediately if a Service Provider or 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 an Encana location.

1.6 Encana policies and acknowledgements

Encana worksites and disciplines may have additional site/scope specific EH&S 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. Additional policies and practices, which Service Providers are expected to follow, are located on the Expectations and Practices page at www.encana.com.

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 Encana, Service Providers must consult with their Encana Site Supervisor.

Encana's SPEM is incorporated, by reference, into Master Service Agreements. Master Service Agreement is generic terminology intended to include, but 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 following Encana's policies.

1.7 Management commitment **Core*

Safety is a foundational value at Encana 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 EH&S management system/safety program must have an EH&S Management Commitment component that meets industry best practices and applicable regulations.

Furthermore, 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 EH&S responsibilities for every level of their organization including themselves
- engage and communicate with workers regarding EH&S performance standards and expectations by:
 - being knowledgeable of the company EH&S management system and programs

- demonstrating leadership by setting and achieving personal and companywide EH&S performance objectives
 - visiting field operations and participating in safety tours, inspections, safety meetings and campaigns
 - monitoring completion of the EH&S related corrective actions and continuous improvement objectives
- develop and implement such policies, practices, procedures, guidelines, training and other programs to effectively meet or exceed Encana's EH&S requirements and ensure their subcontractors are held accountable for Encana's policies, practices, procedures, guidelines, training and other programs

1.8 Subcontractor management

Service Providers are responsible for the subcontractors they bring onto Encana locations, including transportation companies. This section applies to those Service Providers that employ subcontractors to work on Encana worksites.

Service Providers who have Encana master service agreements, 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 Encana 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 EH&S management system/safety program that meets industry best practices and applicable regulations.

Furthermore, Service Providers shall:

- maintain and validate a list of selection criteria for subcontractors, which at a minimum must include
 - WCB status and premium rate statements (Canada only)
 - EMR (US Only)
 - 3-year rolling Total Recordable Incident Frequency (TRIF) and other applicable injury/incident statistics
 - Evaluation of subcontractor's workers training and competency requirements and records
- Communicate Encana'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 Encana job sites
- Have methods for taking responsibility for all subcontractor incidents, inspections, leading/lagging indicators, and all resulting corrective actions
- Maintain a list of subcontractors and their prequalification documentation and provide to Encana for review upon request
- Complete ISN's RAVS protocol for Subcontractor Management (if assigned)

1.9 EH&S verification and audit *Core

INTERNAL AUDITS

The Service Providers EH&S management system/safety program must have a Verification and Audit component that meets industry best practices and applicable regulations.

Service Providers shall also:

- conduct periodic internal audits and inspections of its worksites, equipment, tools, and subcontractors, consistent with their own programs
- maintain records of these audits and inspections, making them available to Encana upon request

ENCANA AUDITS AND INSPECTIONS

Service Provider EH&S programs are initially evaluated by Encana during the pre-qualification process by evaluating and scoring ISN entries, as well as other pre-qualification requirements.

EH&S performance of Service Providers is also verified in the field on a continual basis by Encana operational and EH&S workers in the form of spot checks and inspections.

Encana also conducts formal EH&S audits on Service Providers to ensure the expectations communicated in this document are being adhered to through management system and associated written program implementation. Encana may require Service Providers to submit their (and their subcontractor's) EH&S program and performance information to support Encana's evaluation & verification activities (prequalification, audits, inspections, RAVS Plus, etc.).

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

If selected to take part in an EH&S audit, the Service Provider is responsible for the following:

- to be readily available prior to, during and after the audit
- administration and logistics for the audit team including work space, meeting space and access to field locations, operations and workers
- providing relevant EH&S 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

Encana 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, Encana encourages participation for continuous improvement. Encana may award points to the ISN Scorecard of Service Providers who take part in a RAVS Plus Audit.

CERTIFICATE OF RECOGNITION/SMALL EMPLOYER CERTIFICATE OF RECOGNITION (COR/SECOR) - CANADA ONLY

This certification is strongly encouraged for all Service Providers in Canada and is recognized within Encana's ISN performance grading. Specific work groups/types within Encana may require a Certificate of Recognition (COR)/Small Employer Certificate of Recognition (SECOR) to work for Encana.

1.10 Firearms and weapons

Dangerous weapons include but are not limited to firearms (shoulder weapons and handguns) of any type, archery, explosives, knives with a blade greater than 4-inches, batons, electroshock tasers, stun guns, martial arts instruments, chemical agents.

The possession and/or use of firearms on Encana premises, including but not limited to leased or operated property, field locations, offices, buildings, parking structures, vehicles or aircraft, in vehicles or on aircraft are prohibited without explicit written authorization from Encana. This includes individuals licensed by a governmental authority. All requests for authorized possession of a firearm shall be submitted to and reviewed by Encana Corporate Security, Operating Area Vice-President, in consultation with the EH&S Vice-President.

Service Providers who observe a person in possession of a dangerous weapon, as described above on or in Encana premises shall immediately report the occurrence to an Encana Site Supervisor or authority.

1.11 Courtesy Matters

Encana's Courtesy Matters® program is focused on respectful and courteous conduct in the communities and worksites where we operate. The program is designed to minimize the everyday disturbances that come along with our activity. Being a good neighbor in the communities where we live and work, requires us to mitigate our impacts related to dust, noise, lighting, garbage and waste, traffic, gates and road and lease activities. This program is a shared responsibility of all workers and demonstrates Encana's commitment to respectful and responsible operations in the communities where we operate.

Courteous conduct is a prerequisite for maintaining our social licence to operate. Encana's Courtesy Matters program offers a benchmark for courteous behavior and reinforces Encana's expectations for appropriate actions.

1.12 Life Saving Rules

Encana has adopted the International Association of Oil & Gas Producers (IOGP) and Energy Safety Canada (ESC) Life Saving Rules (LSR) to establish a consistent approach in the prevention of serious injuries and fatalities. The opportunity to standardize LSR across industry allows for the reduction in rule confusion and the ability to deliver better safety outcomes.

Encana's LSR include the following:

 <p>CONFINED SPACE</p> <p>Obtain authorization before entering a confined space</p> <ul style="list-style-type: none"> • I confirm energy sources are isolated • I confirm the atmosphere has been tested and is monitored • I check and use my breathing apparatus when required • I confirm there is an attendant standing by • I confirm a rescue plan is in place • I obtain authorization to enter 	 <p>WORKING AT HEIGHT</p> <p>Protect yourself against a fall when working at height</p> <ul style="list-style-type: none"> • I inspect my fall protection equipment before use • I secure tools and work materials to prevent dropped objects • I tie off 100% to approved anchor points while outside a protected area 	 <p>WORK AUTHORIZATION</p> <p>Work with a valid permit when required</p> <ul style="list-style-type: none"> • I have confirmed if a permit is required • I am authorized to perform the work • I understand the permit • I have confirmed that hazards are controlled and it is safe to start • I stop and reassess if conditions change 	 <p>ENERGY ISOLATION</p> <p>Verify isolation and zero energy before work begins</p> <ul style="list-style-type: none"> • I have identified all energy sources • I confirm that hazardous energy sources have been isolated, locked, and tagged • I have checked there is zero energy and tested for residual or stored energy 	 <p>LINE OF FIRE</p> <p>Keep yourself and others out of the line of fire</p> <ul style="list-style-type: none"> • I position myself to avoid: <ul style="list-style-type: none"> - Moving objects - Vehicles - Pressure releases - Dropped objects • I establish and obey barriers and exclusion zones • I take action to secure loose objects and report potential dropped objects
 <p>BYPASSING SAFETY CONTROLS</p> <p>Obtain authorization before overriding or disabling safety controls</p> <ul style="list-style-type: none"> • I understand and use safety-critical equipment and procedures which apply to my task • I obtain authorization before: <ul style="list-style-type: none"> - Disabling or overriding safety equipment - Deviating from procedures - Crossing a barrier 	 <p>DRIVING</p> <p>Follow safe driving rules</p> <ul style="list-style-type: none"> • I always wear a seatbelt • I do not exceed the speed limit, and reduce my speed for road conditions • I do not use phones or operate devices while driving • I am fit, rested and fully alert while driving • I follow journey management requirements 	 <p>HOT WORK</p> <p>Control flammables and ignition sources</p> <ul style="list-style-type: none"> • I identify and control ignition sources • Before starting any hot work: <ul style="list-style-type: none"> - I confirm flammable material has been removed or isolated - I obtain authorization • Before starting hot work in a hazardous area I confirm: <ul style="list-style-type: none"> - A gas test has been completed - Gas will be monitored continually 	 <p>SAFE MECHANICAL LIFTING</p> <p>Plan lifting operations and control the area</p> <ul style="list-style-type: none"> • I confirm that the equipment and load have been inspected and are fit for purpose • I only operate equipment that I am qualified to use • I establish and obey barriers and exclusion zones • I never walk under a suspended load 	 <p>FIT FOR DUTY</p> <p>Be in a state to perform work safely</p> <ul style="list-style-type: none"> • I will be physically and mentally in a state to perform my assigned duties • I commit to not being under the influence of alcohol or drugs • I will inform a supervisor immediately if I or a co-worker may be unfit for work

Encana 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 & walkabouts or in the event of a stop work situation. Service Providers who observe a Life Saving Rule being broken or compromised, should Stop the Job if it is safe to do so. It is important to highlight that intervention may be the last chance to prevent a serious injury or fatality from occurring.

The Life Saving Rules apply at all times when carrying out work for or on Encana locations. It is crucial that Service Providers know and follow the Life Saving Rules when performing work for Encana or when working on an Encana site.

Encana understands that Service Providers may already have their own version of Life Saving Rules. Encana fully supports our Service Providers' adherence to their safety standards as long as these standards align with Encana's.

Failure to comply with the Life Saving Rules when performing work for Encana or when working on an Encana site will be fully investigated with work activity suspended until corrective actions are developed and implemented. Service Providers found to have knowingly violated the Life Saving Rules have the potential to result in disciplinary action up to and including **termination of the Master Service Agreement** upon review.

1.13 Security and security investigations

Service Providers are responsible for immediately reporting to an Encana Site Supervisor any security incidents (e.g., theft, trespassing, vandalism/destruction of property, illegal dumping, fraud, conflicts of interest, disobeying the weapons policy, threats). Encana 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 Encana premises.

2 Safety Training & Competency Management

Service Providers must fulfill minimum training and orientation requirements prior to beginning work on Encana 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 Encana 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.

2.1 Safety training **Core*

Service Providers EH&S management system/safety program 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 Encana requirements for the 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 Canada/US are identified below:

Topic	Required in		Comments
	Canada	USA	
Safety Orientation	Yes	Yes	See Safety Orientation Section (2.3) for details.
General Safety Awareness <ul style="list-style-type: none"> ▪ Minimum of 10 hours training ▪ One-time training ▪ OSHA 10 – can use OSHA 510 (Construction) or OSHA 511 (General Industry) depending on services provided 	No	Yes	Satisfied through one of the following: <ul style="list-style-type: none"> ▪ OSHA 10 ▪ OSHA 5810 ▪ PEC SafeLand USA ▪ IADC Rig Pass
H2S Alive®(Canada)/H2S Certification (US)	Yes	Yes	
WHMIS	Yes	No	Refer to Transport Canada’s “Guidelines for Training Criteria” for more information
First Aid/CPR/AED	Yes	Yes	Minimum of 1 crew member per work location; renewal varies depending on accrediting organization
Bear Awareness	Yes	No	Required for Service Providers working in areas where bears may be present
Detection and Control of Flammable Substances	Yes	No	All workers utilizing a personal gas monitor or who will be using gas detection equipment must have basic level training indicated within the Enform Fire and Explosion Hazard Management (FEHM) Program Development guide
Encana Electrical Safety Orientation	Yes	Yes	To be completed by the Service Providers Electrical Supervisor/Manager/Director to acknowledge their understanding of the Encana Employer requirements for electrical related work. Delivered via ISN
Encana Ground Disturbance Orientation	Yes	Yes	Workers performing ground disturbance activities Delivered via ISN
Encana site-specific safety orientation	Yes	Yes	Contact an Encana Site Supervisor to schedule. Must retake orientation if conditions change or new hazards are identified at the worksite
Transportation of Dangerous Goods (TDG)	Yes	No	Workers that coordinate the shipping, handling, and/or transportation of dangerous goods

2.2 Safety orientation

Workers are required to complete a Safety orientation prior to performing work at any Encana operations site, and must show proof of completion when asked.

- In Canada, the Energy Safety Canada’s Common Safety Orientation (CSO) is required
- In the USA, Encana’s General Safety Orientation for Service Providers (GSOSP) is required

The CSO is available through third party providers, while the GSOSP is delivered through ISN.

To access GSOSP, Service Providers must create a user account in ISN for each person that will be working on Encana field sites (including all subcontractors). The orientation may then be assigned to each worker through their individual profile.

2.3 Supplemental training information (Canada)

Workers with certification in one jurisdiction may be considered to meet the minimum provincial requirements (provincial equivalency) of another jurisdiction in the following cases:

- Alberta – if the worker has current First Aid certification from an agency that is appropriate in another Canadian jurisdiction, it is automatically recognized in Alberta provided the workplace first aider is competent in applying the legal requirements for first aid in Alberta.
- British Columbia – if the worker’s Alberta training certificate contains the words “Industrial” or “Workplace”, it is accepted as equivalent.

2.4 Site-specific orientation

Service Providers entering an Encana worksite for the first time must receive a site-specific orientation from the Encana Site Supervisor. If worksite conditions change or new hazards are identified, individuals must have the site-specific orientation updated before entering the worksite.

3 Occupational health and industrial hygiene programs

The Service Providers EH&S management system/safety program must have an Occupational Health and Industrial Hygiene component that meets industry best practices and applicable regulations.

The Service Providers program must also address requirements identified in the following sections.

3.1 Drug and Alcohol (D&A) *Core

Encana 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 is still prohibited by federal law or Encana policy.

Service Providers are expected to:

- develop and enforce alcohol and drug policies and practices that are consistent with Encana’s own policy and its related practices and agreements while conducting business or providing services for, or on behalf of, Encana.
- provide proof of their applicable alcohol and drug policies and practice(s) upon request by Encana, and cooperate with audits of those policies and practice(s) as required to ensure consistency with Encana’s policy and practice

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

Failure to have an acceptable policy and practices or failure to take actions in accordance with the applicable policy and practices, may result in termination of the Service Providers agreement for services

with Encana. For further details on Service Provider responsibilities and specific US and Canada requirements, refer to the “Expectations and Practices” page on Encana’s website.

Encana expects Service Providers to prohibit any worker from entering or remaining on an Encana worksite while their 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 Providers policy, shall be removed by the Service Provider from Encana property, and barred from performing work for Encana at any time in the future. Refer to the Fitness for Work section of this document for additional information.

On property owned or leased by Encana, Encana reserves the right to search or inspect Service Providers, and their property at any time, at our discretion and with or without notice. Such searches may include personal effects and vehicles. Encana routinely conducts K-9 drug & alcohol detection scans at our worksites.

Service Provider workers directly involved in an EH&S 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 DRUG AND ALCOHOL REQUIREMENTS

Service Providers must be enrolled in an Encana-approved drug and alcohol consortium. It is the Service Providers 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 Encana worksites 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. At all times, your company’s testing forms shall be kept on location or at a nearby collection site/clinic in numbers sufficient to test your site crew(s).

3.2 First aid and emergency medical services **Core*

The Service Provider’s EH&S management system/safety program must have a First Aid and Emergency Medical Services component that meets industry 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 worksite (i.e., as identified on safety data sheets (SDSs) and ensure appropriate first aid treatment/facilities for the controlled products are in place.

3.3 Fit for duty (fitness for work) **Core*

Fitness for work applies to workers on scheduled or on-call for Encana; on Encana premises, and during all business activities undertaken during Encana’s operations, whether conducted on or off company premises.

Encana 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 Providers EH&S management system/safety program must have a Fit for Duty component that meets industry best practices and applicable regulations. The Service Providers fit for duty program must:

- ensure employees be physically capable of performing their job function
- 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 supervisor if their ability to perform their duties safely may be impacted due to a health issue. Examples may include, and not be limited to, when taking medication (prescription or over-the-counter), fatigue, use of drugs or alcohol or when suffering from other physical or psychological conditions.
- develop, enforce and comply with fitness for work practices that are consistent with Encana's Fitness for Work Practice on the Expectations and Practices page at www.encana.com

3.4 Health hazard assessment and control **Core*

The Service Provider's EH&S management system/safety program must have a Health hazard assessment and control component that meets industry 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 plan(s) for the following hazards if encountered on site:
 - Benzene
 - Heat and Cold Exposure
 - Noise
 - NORM
 - Silica
 - Bloodborne Pathogens
 - Hydrogen Sulfide
- not bring a hazardous chemical to, or utilize a hazardous chemical on, an Encana work location unless that material was expressly approved for use by Encana
- submit an accurate inventory of all chemical, physical, and biological hazards on site, to the Encana Site Supervisor, when necessary

3.5 Personal protective equipment **Core*

The Service Provider's EH&S management system/safety program must have a personal protective equipment (PPE) component that meets industry 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 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, Encana requires the following PPE to be worn onsite that meets or exceeds regulatory minimum requirements.

FIRE RETARDANT CLOTHING

In Canada, FRC must meet or exceed requirements in NFPA 2112 and CGSB 155.20 and be full-body coverage with reflective strips.

In the USA, FRC shall meet or exceed requirements contained in NFPA 2112.

HARD HAT

Hard hats shall comply with ANSI Standard Z89.1-2014. Encana's minimum requirement is a Type I, Class E hard hat. Metal, fiberglass, and Stetson-style hard hats may not be worn on Encana locations or on Encana worksites. Head protection must be chosen to mitigate, or control identified hazards, like helmets for off-road vehicles.

SAFETY FOOTWEAR

In Canada, safety footwear must comply with CSA Standard Z195 M92, have the visible green triangle, Omega symbol, be oil and acid resistant, and extend up the leg a minimum of 6 inches.

In the USA, foot protection must comply with ANSI Z41-1999 or ASTM F2412-11 and F2413-11 and extend above the ankle when worn regularly by field personnel. Footwear that contains an electrical hazard rating that conform to the standard is recommended.

EYE AND FACE PROTECTION

Safety eyewear must be worn by Service Providers while on Encana locations or on Encana job sites. All safety eyewear must be applicable to the task undertaken and hazards encountered.

In Canada, safety eyewear must meet CSA Standard Z94.3-07.

In the USA, safety eyewear must comply with ANSI Z87.1-2015 and be marked as such.

Service Providers 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.

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 Sheet(s) of the chemical(s) in use for the appropriate PPE.

HEARING PROTECTION

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

- signage at Encana locations
- measured noise levels between 85 dBA to 104 dBA, Double hearing protection signage is required \geq 105 dBA
- SWP/JSA requirements
- applicable regulations and standards

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 SABA/SCBA is required under the following conditions:
 - atmospheres with less than 19.5% oxygen (deficient)
 - atmospheres greater than 23% oxygen (enriched)
 - atmospheres with immediately dangerous to life or health (IDLH) levels (may require additional controls)
 - unacceptable atmospheres where air purifying respirators (APRs) cannot be used such as for methanol or H₂S
 - atmospheres above the maximum use concentration (MUC) of APR
 - unknown atmospheres
- air purifying respirators (APRs) can only be used under the following conditions:
 - atmospheres with oxygen levels between 19.5% and 23%
 - atmospheres containing contaminant concentrations above exposure limits but below the IDLH or MUC
- compressed breathing air must be of good quality and conform to CSA Standard Z180.1-00 (R2005) Compressed Breathing Air and Systems in Canada, and ANSI/Compressed Gas Commodity Specification for Air, G-7.1-1989 in the USA. Compressed breathing air shall be recharged and tested every 6 months

OTHER

Additional PPE may be required, based on the nature of the work to be performed, as identified in the SWP/JSA or risk assessment. Service Provider workers must utilize PPE that meets or exceeds regulatory or Encana's PPE requirements based on contract, task needs, PPE assessment, and/or SDS requirements.

During the SWP/JSA process, hair, jewelry and loose clothing that could cause harm or the potential for an incident during operations shall be identified, removed or controlled. The Service Provider shall

enforce a policy requiring workers to tie back, contain or cover excess hair when working around moving equipment. Jewelry, watches and rings shall be removed if wearing them interferes with the protection offered by PPE or if they have the potential to constitute a hazard during the work or job task.

3.6 Personal gas monitors

At Encana worksites that can have a risk of exposure to an explosive or hazardous atmosphere, the minimum gas sensor requirements are:

- Hydrogen sulfide (H₂S)
- Carbon monoxide (CO)
- Lower explosive limit (LEL)
- Oxygen (O₂)

Personal gas monitors shall be:

- worn unless an Encana-approved risk assessment determines that they're not necessary
- worn in the personal breathing zone (i.e., within 1 foot of the face)
- intrinsically safe
- set to meet or exceed regulatory guidelines
- bump tested and calibrated per manufacturer recommendations, at a minimum

Service Providers are expected to immediately evacuate a worksite should their personal monitor (or the facilities) alarm sound.

4 Safety program requirements

4.1 Bear management (Canada only)

Service Providers working in areas where bears may be present must possess Bear Awareness training as described in the safety training section of this manual.

All bear activity on or near active Encana worksites and any use of bear prevention tools (e.g., bear spray, bear bangers, and air horns) must be reported to the Encana Site Supervisor.

4.2 Confined space/ permit-required confined space

All confined space entry work at Encana sites will be authorized using the Safe Work Permitting system. Service Providers must comply with the provisions of Encana's Confined space permit. Entering a confined space is considered a high-risk task associated with a work activity.

If the Service Providers work includes confined spaces/permit-required confined spaces, then the Service Providers EH&S management system/safety program must include a Confined Space/Permit-Required Confined Space component that meets industry best practice and applicable regulations.

Under no circumstances will any Service Provider staff be allowed to enter a permit-required confined space (PRCS) without proper authorization from a trained Encana Site Supervisor. Authorization for

entry can only be given by those individuals who have received proper training as required by their employer's practice.

Furthermore, Service Providers shall:

- define confined and restricted space and instruct their workers on how to identify these spaces and restrict entry
- document the hazard assessment of the work area that identifies the hazards that a worker is likely to be exposed to while in the confined space, and the controls required to eliminate or mitigate the identified hazards prior to staff entering a confined space (Canada)
- ensure a confined space entry plan is created prior to entering a PRCS (USA)
- ensure they have a completed Encana Safe Work Permit (SWP) and a Confined Space Entry Permit prior to entry. New Permits must be issued when the 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.
- work is not permitted in spaces where the explosive limit exceeds 20 percent LEL
- provide continuous mechanical ventilation during work in a confined space
- ensure their workers performing confined space entry work have completed confined space entry training (Level II) and be in possession of a valid training certificate (Canada)

CONFINED SPACE PERMITS

A permit is always required for entry into a confined space. This may be an Encana permit or a Service Provider permit depending on the confined space circumstances. If there is any doubt, contact the Encana Site Supervisor.

A permit is not enough to meet regulatory requirements and may need to be accompanied by additional documentation (e.g., hazard assessments, staff logs, atmospheric monitoring sheets, energy isolation checklists and confined space entry checklists). 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

4.3 Dropped objects prevention

If the service provider's work includes any of the following:

- incorporates drilling/completions/servicing/workover rigs/masts/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/repositioning working platforms, walkways, stairs, step ladders and guard-rails

then the Service Provider's EH&S 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](#).

Furthermore, Service Providers shall:

- report all dropped objects to the Encana 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

4.4 Electrical hazards

Service Providers involved in work on Encana owned AC/DC systems operating more than 50 volts must have an Electrical hazards component within their EH&S management system/safety program that meets industry best practice (CSA Z462 and NFPA 70E) and applicable regulations.

Furthermore, Service Providers shall:

- design electrical systems in conjunction with industry standards and engineering best practices
- ensure the electrical supervisor/manager/director has taken the Encana Electrical Safety Orientation (Via ISN) (as outlined in Section 2.1)
- 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 include work involving diagnostics, testing or circumstances where disconnection could create a greater hazard. Inconvenience or additional costs shall not be considered acceptable grounds for not deenergizing electrical equipment prior to working on it
- if work must be performed on energized electrical equipment ensure that:
 - only Qualified Persons (as defined in the NFPA 70 E and CSA-Z 462) 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, Service Providers shall provide credentials of qualified status if requested by Encana.
 - 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

4.5 Emergency preparedness ^{*Core}

The Service Provider's EH&S management system/safety program must have an Emergency preparedness component that meets industry best practice and applicable regulations. Furthermore, Service Providers shall:

- have a written emergency preparedness and response plan (ERP) available at the worksite, with appropriate contact information and emergency procedures. Although development and communication of the Encana location-specific site safety plan is the responsibility of the Encana Site Supervisor, Service Providers are required to ensure that the contents of Encana's location-specific ER Field Plan and their ERP are effectively communicated to their workers
- direct any media inquiries related to an incident to the Encana Incident Commander
- follow Encana ER Field Plans and/or ERPs when conditions dictate
- participate in any tabletop exercises or drills held on Encana worksites when requested

ENCANA 24-HR. EMERGENCY NUMBER Operations Control Center (OCC): 866.244.0062

Or

Encana Emergency Line: 403.645.5911 (for Canada use only)

4.6 Emergency response and incident management ^{*Core}

The Service Provider's EH&S management system/safety program must have an Emergency response and incident management component that meets industry best practice and applicable regulations. Furthermore, Service Providers shall:

- report all incidents that occur on Encana worksites or while engaged in Encana authorized work to an Encana Site Supervisor immediately
- provide all pertinent information, post-incident, as needed for the investigation
- participate in TapRoot® or other formal root cause analysis, as requested by Encana
- perform root cause analysis of contractor or subcontractor's incidents per company processes and provide such analyses to Encana, as requested

Service Providers are expected to provide workers who are fit-for-work 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 to the Service Provider's disability management program.

The Service Providers EH&S 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 its subcontractor workers on Encana worksites.

CASE MANAGEMENT

When an unfortunate event occurs and a service provider is injured or becomes ill in the workplace, it is an expectation that case management services are provided to the injured or ill party to ensure the best possible outcome for the injured/ill party. The onsite Encana representative (supervisor, EH&S Advisor, on-site medic) will provide specific guidance on when it is appropriate. Encana also provides access to Case Management (which is a free, 24/7 service) to any service provider who does not currently utilize a case management company.

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

- USA: The service provider will need to ensure that appropriate communication occurs between the case management service and Encana regarding the injured worker's status.
- CANADA: Encana's case management service will be contacted as determined by an Encana representative (supervisor, EH&S Advisor or on-site medic) in accordance with our process.

STARS REGISTRATION (CANADA ONLY)

Encana field worksites and activities are typically registered with the STARS Emergency Link Centre (ELC). When an Encana Site Supervisor is not on the worksite, then Service Providers must register the worksite as an Encana worksite with the STARS ELC at 888.888.4567 prior to operations.

The STARS site registration number and the STARS ELC number must be posted at the worksite.

Upon completion of work, Encana worksites are de-registered with STARS by Encana. When an Encana Site Supervisor is not on the worksite, Service Providers must de-register the worksite with the STARS ELC at 888.888.4567.

4.7 Fire and explosion hazard management ^{*Core}

The Service Provider's EH&S management system/safety program must have a Fire and explosion hazard management component that meets industry best practice and applicable regulations. Furthermore, Service Providers shall:

- identify and control fire and explosion hazards specific to their work
- maintain all fire fighting/fire suppression equipment in accordance with applicable regulations
- comply with Encana site specific requirements for frac fire prevention and mitigation
- in Canada:
 - supply the Fire and Explosion Hazard Management Guideline (former IRP 18) compliant equipment and services
 - only allow Fire and Explosion Hazard Management Guideline (former IRP 18) trained personnel that must be able to provide their company's documentation, understand its content, and confirm that they have been trained on Encana worksites

Encana sites are considered to contain combustible, flammable, and explosion hazards.

FRAC FIRE MITIGATION

If the Service Providers work includes well completions and/or stimulation services, then the Service Provider must follow Encana's minimum requirements in preventing and mitigating frac equipment fires as listed below. Alternative methods may be used in place of these requirements if they materially reduce risk to a similar level and are approved by the Encana Sr. Manager accountable for the work.

Processes and/or controls to prevent fires

- effective implementation of an inspection and preventive maintenance program for hydraulically driven equipment
- engineering controls (such as guards and/or barriers) to prevent loss of flammable/combustible fluids from hoses or limit the dispersion of these fluids should hose or coupling failure occur

Processes and/or controls to mitigate impact if a fire occurs

- fire suppression system (permanent or portable) mounted on or stationed in direct proximity of blending equipment
- pre-work site layout plan and staging that isolates flammable chemicals or combustible materials preventing a fire from spreading and/or intensifying
- ability to remotely shut down frac equipment
- multiple means of personnel egress mounted on blending equipment at locations as far away as possible from ignition sources and flammable liquid hoses and positioned to allow safe evacuation in the event of a fire

BONDING AND GROUNDING

If the Service Providers work includes the potential for static electricity, then the Service Providers EH&S management system must have a bonding and grounding component, complete with procedures, that meets industry best practice and applicable regulations.

Furthermore, Service Providers must follow and abide by Encana's Bonding and Grounding for the Prevention of Fire and Explosion Hazards Protocol located on the Expectations and Practices page at www.encana.com.

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

- flammable liquid loading/off-loading
- transfer of flammable liquids;
- bonding and grounding of non-electrical equipment;
- cleaning (steam/high pressure) wash;
- bonding and grounding of electrical and non-electrical equipment
- other general requirements

4.8 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 Providers EH&S management system/safety program must have a component for forklifts, powered industrial trucks and heavy equipment. Furthermore, 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 Encana upon request

4.9 Ground disturbance

If the Service Provider's work includes ground disturbance on Encana locations, then the Service Providers EH&S management system must have a Ground Disturbance component that meets industry best practice and applicable regulations.

At a minimum, the Service Provider performing ground disturbance activities must:

- ensure internal competency requirements are established and followed for equipment operators and spotters
- ensure all Service Provider staff involved in ground disturbance activities have completed the Encana 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
- follow Encana's Ground Disturbance Protocol for Service Providers located on the Expectations and Practices page at www.encana.com
- initiate work only after a Ground Disturbance Authorization Form has been completed and approved by the Ground Disturbance Supervisor
- ensure any required Safe Work Permits/Job Safety Analyses (JSAs) are in place prior to the initiation of ground disturbance activities

4.10 Hazard assessment & risk management **Core*

The Service Provider's EH&S management system/safety program must include a hazard assessment and risk management component that meets industry best practices and applicable regulations. Furthermore, Service Provider shall:

- perform a hazard assessment prior to tasks being performed on Encana 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 to report such hazards to the Encana Site Supervisor
- maintain a recording and tracking database as well as provide Encana with records and counts of Hazard IDs, if requested

4.11 Hot work

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, and steam cleaning. Some tasks other than those listed above would be classified as hot work. If the Service Provider is unsure, it is expected that Service Providers engage Encana Site Supervisor for more information on whether a specific task is hot work and requires a Hot Work Permit.

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

In addition, Service Providers performing hot work shall ensure that:

- hot work is relocated to a "safe area" at least 25 meters/75 feet 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 an Encana Permit Authorized Individual
- potential combustibles (e.g., weeds and paper) are removed within a 35-foot radius of the hot work performed
- a fire watch (where required), 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 amount of time as per local regulations
- permits are displayed during the hot work and that readings are taken and recorded, as required
- Encana Site Supervisor is notified when hot work has concluded

4.12 Hydrate handling

If hydrates are, or could be, expected to be encountered as part of the Service Providers work, they shall be brought to the attention of the Encana Site Supervisor and addressed as part of the SWP/JSAs process.

Service Providers are not to proceed with hydrate removal without:

- direction from the Encana Site Supervisor or immediate on-site supervisor
- having procedures and competency on hydrate handling

4.13 Lockout/tagout (energy isolation)

If the Service providers work includes, or is affected by, the energization or start-up of machinery and equipment, or the release of hazardous energy during service or maintenance, then the Service Provider's EH&S management system/safety program must have an energy isolation and/or Lockout/tagout (LOTO) component that meets industry best practices and applicable regulations. Furthermore, Service Provider shall:

- follow Encana 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 staff and subcontractor staff understand and follow the site work plan and energy isolation or LOTO procedures
- provide staff 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

4.14 Off-highway vehicles

Off-highway vehicles include, but are not limited to:

- All-terrain vehicles (ATVs), commonly referred to as quads
- Snowmobiles
- Argos
- Side-by-sides (UTVs)

Service Providers must follow the manufacturer's instructions for operation of the off-highway vehicle. Prior to working for Encana, Service Providers using off-highway vehicles must be trained in the correct operation of the vehicle and use of appropriate PPE.

Off-highway vehicles must not approach or park within 25 feet (7.5 meters) of any wellhead, piping, process vessel or tank containing combustible fluid or gases without prior issue of a Hot Work Permit.

Operators and passengers of off-highway vehicles must wear Canadian Standards Association (CSA), Department of Transportation (DOT) or higher standard approved helmets while the vehicle is in motion.

4.15 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 within their EH&S management system/safety program that meets industry best practice and applicable regulations. Furthermore, Service Providers shall adhere to the following expectations and controls:

- use qualified personnel when installing temporary, pressurized piping, hoses and restraint systems
- adequately train their employees 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

RESTRAINTS

- acceptable restraints include:
 - Flow Line Safety Restraint (Engineered Nylon slings)
 - wire rope safety lines not less than 11 mm (7/16th) 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 (such as 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

- 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)
- shall be attached to equipment and/or supports 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
- installed in accordance with manufacturer's and/or site-specific procedures

IRON INTEGRITY MANAGEMENT

The Service Provider's iron integrity management component include provisions for the following elements and be available at the worksite:

- routine inspection, non-destructive 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

4.16 Pre-job safety meetings **Core*

The Service Provider's EH&S management system/safety program must have a pre-job safety meeting component that meets industry best practice and applicable regulations. Furthermore, 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 SWP/JSA)
 - 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 Permit, confined space, LOTO, energized electrical work, Ground Disturbance)
 - PPE required
 - safety data sheets (SDS) 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 available for review by Encana upon request

4.17 Purging

Service Providers involved in purging the contents of equipment, pipelines, and vessels at facilities owned or operated by Encana must have a purging component within their EH&S management system/safety

program that meets industry best practice and applicable regulations. The Service Provider's program must contain, at a minimum, the following:

- measures to ensure a hazard assessment is conducted prior to purging, identifying necessary controls must be completed and communicated to all workers. The hazard assessment must consider any ventilation points and potential for fugitive emissions as well as the maximum allowable working pressure (MAWP) of the piping or any fittings on the system.
- purge procedures that meet all applicable regulatory requirements
- procedures to control or remove any harmful substance contained within equipment, pipes, and pipelines to eliminate any possible hazard during repair or modification work. Isolation equipment (blind flanges, double block and bleed, or other approved methods) used for this purpose must be of sufficient rating to withstand 125% of the highest pressure anticipated
- measures to ensure that the Encana lease operator is present and all paperwork (e.g., SWP/JSA, Facility Pipeline Handover Checklist) is completed before pressurizing the system

4.18 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, Encana may at its sole discretion refuse entry of rental lease equipment on the worksite. Rental equipment must be:

- safe for use and meet 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

4.19 Rigging and lifting

If a Service Provider's work includes performing mechanical rigging and lifting for Encana field activities on behalf of Encana, then the Service Providers EH&S management system/safety program must have a rigging and lifting component that meets industry best practice and applicable regulations.

Furthermore, Service Providers shall ensure that the following expectations are met for rigging and lifting on behalf of Encana:

EQUIPMENT INSPECTION AND MAINTENANCE

- all lifting equipment utilized in lifting operations shall be inspected and maintained in accordance with manufacturer's 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 twelve 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
 - Subject to modification or 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 JSA/Safety Work Permit and mitigated before beginning work
- rigging equipment shall be certified for current use and is 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 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 SWP/JSA 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).
- lift plans are reviewed and approved by a qualified professional engineer prior to all high hazard lifts. A high hazard lift is a critical lift where the load includes people, is expensive, involves hard to replace equipment or where the load is maneuvered over people or energized equipment, including power lines
- develop and follow a critical lift plan for critical lifts. A critical lift is a lift where the load exceeds 75% of the crane capacity, when the load is maneuvered over operating process equipment or wellheads, when two or more cranes are used for a lift (tandem lift), for a blind lift, or when lifting personnel.
- assure that they are qualified (BC and US) or competent (AB) to perform the duties of equipment operator, signaler or rigger

Note: Lever load binders are prohibited from Encana worksites. Only ratchet binders are to be used.

4.20 Safe Vehicle Operations **Core*

The Service Provider's EH&S management system/safety program must have a safe vehicle operations component that meets industry best practice and applicable regulations. Furthermore, Service Providers shall:

- maintain compliance with applicable Provincial, 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/Provincial regulations, including not using cell phones or other electronic devices (including hands-free 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 an Encana work site
- adhere to established road routes and driving in accordance with Encana's Courtesy Matters program
- ensure proper placement and securement of all loads
- maintain a staff transport procedure that is performed as per local regulations/industry standards
- adhere to protocols for vehicles travelling on radio-controlled roads and that all vehicles have a functioning two-way radio where the driver is monitoring appropriate frequencies and making required calls

4.21 Safe work permit /job safety analysis **Core*

The Service Provider's EH&S management system/safety program must have a safe work permit/Job safety analysis component that meets industry best practice and applicable regulations. Furthermore, Service Providers shall:

- prior to initiating work, prepare or revise, and sign a SWP/JSA
- conduct work in accordance with their own company's SWP/JSA program
- follow established practices and procedures
- ensure workers onsite have reviewed and acknowledged/signed a SWP/JSA applicable to the work task prior to initiating work
- seek clarification from the Encana Site Supervisor concerning job hazards related to the specific job scope of work or procedure
- stop work if requirements of the SWP/JSA are not met, or if a hazard or condition not covered in the SWP/JSA is identified
- communicate SWPs/JSAs in a manner that enables their workers to comprehend the scope and steps of work (e.g., language barriers shall be addressed with an interpreter provided by the Service Provider)

4.22 Short service employees (SSE) **Core*

Encana defines a short service employees (SSE's) as workers with less than six months' experience in their assigned role.

The Service Provider's EH&S management system must have a short service employees component that meets industry best practice and applicable regulations. Furthermore, Service Providers program shall include:

- definition of new/young/short service worker appropriate to risk and role

- appropriate health and safety training (as determined by hazard assessment)
- mentoring and effective supervision at the worksite, including a mentor that is fluent in the language the SSE best understands
- requirements that SSE's are visibly identified on location (distinguish SSEs from other employees on location (e.g., green hard hat, sticker, etc)
- a job skill competency assessment is in place for removal of SSE status
- requirements that SSEs do not make up more than 50% of a single crew at one time.

Exceptions to these requirements require a plan to mitigate the risks and written approval of the Encana Site Supervisor.

4.23 Site access

Service Providers are expected to follow Encana's site access control for field worksites and restriction of access onsite when site conditions or activities warrant limiting personnel in specific areas. Beyond this, Service Providers shall ensure the following:

- they have the authority to be on Encana worksites
- have met minimum training requirements (including Orientations)
- wear the appropriate PPE
- have been provided with a site-specific orientation by Encana Staff
- communicate site and restricted access requirements as presented on site-specific orientation including Job Safety Analysis (JSA) or Safe Work Permit (SWP) forms, to their workers on Encana worksites

4.24 Trenching, excavation, and shoring

If a Service Provider's work includes performing trenching, excavation and/or shoring for Encana field activities on behalf of Encana, then the Service Providers EH&S management system/safety program must have a trenching, excavation and/or shoring component that meets industry best practice and applicable regulations. Furthermore, Service Providers shall:

- identify and control trenching, excavating, and shoring hazards specific to their work
- inform Encana staff regarding potentially hazardous areas or activities

4.25 Walking working surfaces and working at heights

If the Service Provider's work involves walking working surfaces an/or working at heights, then the Service Provider's EH&S management system/safety program must have a walking working surfaces and working at heights component that meets industry best practice and applicable regulations. Furthermore, Service Providers shall:

- have and follow their fall protection and prevention program and ensure their employees are competent
 - all workers working at height must be properly trained in the use of fall protection. Fall arrest equipment must meet applicable regulatory requirements, shall be inspected daily or before each use, and shall be used in accordance with manufacturer's recommendations.

- personal fall arrest systems must be supplied by the Service Provider and worn as required by applicable regulations. Fall arrest systems are required for heights less than this if the potential fall is onto a hazard other than a solid, flat surface and all Service Providers must have rescue plans in place.
 - where man baskets are required, Service Providers shall ensure that a professional engineer has certified this equipment. Workers in man baskets must be secured in accordance with applicable regulatory requirements.
 - 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 if:
 - Canada
 - a worker could fall more than 3.0 meters
 - a worker could fall less than 3.0 meters, when there is a possibility that a worker could sustain injuries more serious than those likely to result from landing on a solid, flat surface (i.e., over moving or rotating equipment, open water tanks or tanks, ice, or heated surfaces)
 - a worker could fall more than 1.2 meters, but less than 3 meters, in the case of permanent installation where guardrails or other similar means of fall restraint have not been provided.
 - USA
 - a worker could fall 4 feet or more or fall less than 4 feet onto dangerous equipment
 - a worker will be within 6 feet or less of a fall hazard
 - provide trained personnel with verification of training available on site
 - Service Providers must remove a fall protection system from service when it:
 - is defective
 - has encountered excessive heat, a chemical or other substance that may corrode or otherwise damage the fall protection system
 - 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.

4.26 Welding

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

4.27 Working alone

If Service Providers have workers that meet the jurisdictional definition of “working alone”, then the Service Providers EH&S management system/safety program must have a Working Alone component that meets industry best practice and applicable regulations. Furthermore, Service Providers program 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 their workers are competent in the Service Providers working alone procedures and any associated equipment.

4.28 Working at night (Canada)

Service Provider's working on an Encana worksite at night shall follow the requirements of Energy Safety Canada's Lease Lighting Guideline. Beyond this, Service Providers shall ensure the following:

- prior to commencing the first night shift, workers shall be given a minimum of 24-hour notice to help prevent fatigue
- if an Encana Site Supervisor is not on site for non-routine night work, the Service Provider must conduct a hazard assessment (including darkness-related issues); this must include a review of the potential for increased wildlife activity and reduced emergency response resources during night hours
- for night work, Service Providers must wear high visibility reflective vests or coveralls with reflective stripes

5 Process Safety

Applicability: 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 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.

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 waste water treatment plants), onsite remediation facilities, and onsite and offsite piping under the control of Encana.

If required based upon work type, the Service Providers EH&S management system/safety program must have a process safety component that meets industry best practice and applicable regulations. Furthermore, the Service Providers process safety program shall include the following components:

MECHANICAL INTEGRITY

If the Service Provider's work involves mechanical integrity, Service Providers shall ensure:

- ensure all safety critical equipment used at Encana locations are designed, installed, operated and maintained per Recognized and Generally Accepted Good Engineering Practices
- 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 (PHA)

If the Service Provider's work includes PHA, Service Providers shall:

- participate in Encana PHAs when requested and provide completed PHA reports with recommendations to Encana 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 Provider's involved in well operations shall ensure that the appropriate equipment and competent workers are supplied to meet Encana's well control equipment and barrier system expectations. Service Providers shall also ensure:

- Encana's well control equipment requirements and well control SOPs are communicated to all workers
- The Encana Site Supervisor is notified in the event of any potential conflicts between the Service Provider's practices and procedures and Encana'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
 - it is required that in drilling, completion, 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 wellsite.

MANAGEMENT OF CHANGE (MOC)

The Service Provider's EH&S management system/safety program must have a Management of Change component that meets industry best practice and applicable regulations. Furthermore, 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 their Encana Site Supervisor before being implemented
- documentation of MOC activities
- recognize potential changes and stop work until the change has been evaluated and approved

6 Environmental Stewardship

6.1 Materials and waste management ^{*Core}

The Service Provider's EH&S management system/safety program must have a materials and waste management component that meets industry best practices and applicable regulations.

Service Providers shall also:

- comply with all applicable regulations governing waste, as well as any requirements set forth in their individual Master Service Agreement
- ensure all chemicals and containers brought onto an Encana location are removed at the completion of the job (cost for the disposal of the materials are charged back to Service Provider if not removed)
- manage all wastes generated and/or disposed of on behalf of Encana in accordance with instructions from the Encana Site Supervisor
- segregate and dispose of all waste into the appropriate waste receptacle 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 with the appropriate documentation or shipping papers (such as the Uniform Hazardous Waste Manifest, if applicable)

Wastes generated solely by the Service Provider (e.g., used oil from rental equipment) are the responsibility of the Service Provider to recover and dispose of properly offsite.

6.2 Spill prevention, reporting, and management ^{*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 EH&S management system/safety program must have a spill prevention, reporting, and management component that meets industry best practices and applicable regulations.

Service Providers shall also:

- have response procedures and resources for spills that may be generated by their activities.
- Immediately report all spills on Encana property to the Encana Site Supervisor
- maintain emergency responders' contact information in addition to all pertinent Encana emergency contact information
- be responsible for the clean-up of any spills they cause, at their expense. Spill cleanup shall be managed with Encana Site Supervisor oversight.

6.3 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 Encana 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 Encana. No water will be discharged without prior approval by

the Encana 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).

6.4 Wildlife and habitat

Service Providers shall respect wildlife and habitat on Encana locations and report potential wildlife and/or habitat impacts, identified during field activities to their Encana Site Supervisor (e.g., bird nests and dead/injured wildlife).

7 Business and Ethics

Encana expects all Service Providers of Encana and its subsidiaries to conduct business legally and ethically.

Encana maintains an Integrity hotline so that internal and external stakeholders can confidentially or anonymously report any unethical, illegal or otherwise inappropriate behavior they observe.

Please contact us below to report any unethical, illegal, or otherwise inappropriate behavior:

Phone: 877.445.3222

Email: integrity.hotline@encana.com

Mail:

Integrity Hotline
c/o Encana Corporation
500 Centre Street SE
P. O. Box 2850
Calgary, AB, Canada
T2P 2S5

Additional policies and practices that may impact Service Providers work at Encana is located on Encana's website.