

## **1. Purpose**

- 1.1 This Policy applies to all Barrick Operations and is intended to govern all aspects of the contractor management process. It is intended to supplement all applicable laws, rules, regulations and other corporate policies.
- 1.2 The purpose of this document is to define the requirements and provide guidelines for the prequalification, selection, monitoring, evaluation, and administration of the health and safety capability and performance of all levels of contractors, subcontractors, and suppliers (referred to as contractors in this document.) Special attention must be paid to short term “emergency repair” type contractors.
- 1.3 The objectives of this guideline are to ensure the health and safety of workers, prevent loss to property and maintain compliance with all rules and regulations.
- 1.4 For the purpose of this Policy, a “contractor” is defined as being a company or person contracted to provide, and receiving payment for, services for any aspect of operations including exploration, development, construction, operations and reclamation.
- 1.5 For all aspects of this policy, each region, project, mine or reclamation site shall have their own, more detailed policies or procedures that shall be based on the policy statements contained herein.

## **2. Policy**

- 2.1 Barrick’s vision of everyone going home safe and healthy every day extends to our contractors, their subcontractors and suppliers. Contractors are exposed to activities with varying levels of risk. Barrick’s policy includes ensuring that risks are minimized, when contractors are engaged, by diligent application of proven standards of risk management policies, work processes, systems, and procedures which fully integrate health and safety evaluation, planning and design. Barrick requires all contractors to commit to and abide by these standards to maintain superior levels of health, and safety performance.
- 2.2 It is imperative that Barrick’s and all contractor’s senior management demonstrate their sustained commitment to this policy in a visible and vigorous manner.

### 3. Scope

- 3.1 The scope of this policy includes all contractors that provide services or perform work on Barrick property (on site) and may be extended, at the discretion of the responsible Barrick manager, to include locations which are not on Barrick property where work is being performed for, or on behalf of, Barrick (off site). The scope specifically applies to the prequalification, selection, monitoring, evaluation, and administration of health and safety capability and performance of contractors.

### 4. Categories of Contractors

- 4.1. A risk assessment shall be carried out on the scope of work to be undertaken by the contractor to determine the risk group.
  - 4.1.1 **A - Low exposure**, where contractors are not exposed to facility (operations) hazards and/or work in low risk environments. Examples include administrative staff, office janitorial work, catering, delivery vehicles to warehouse, consultants (not performing work in active mining and processing areas of the site or active areas of an exploration or reclamation site).
  - 4.1.2 **B - Moderate exposure**, where contractors are engaged to carry out tasks which may include exposure to facility hazards that have been identified as moderate risk or where contractors introduce moderate risks into a low risk area as identified in the preliminary risk assessment.
  - 4.1.3 **C - High exposure**, where contractors are required to undertake extreme or high risk tasks or perform tasks in areas that have inherent extreme or high risks such as), working in confined spaces, hazardous materials, fragile environment, public exposure, etc. working at heights or depths, working in mine traffic, performing hot work (not a workshop environment)
- 4.2. All contractors shall develop health and safety management plans appropriate for the scope of work and identified exposure levels. This plan shall provide a thorough description of how a contractor (and their subcontractors) will ensure that injuries, illness, and damage are prevented.

### 5. General (All Contracts)

- 5.1. A review of the health and safety performance of a contractor must occur **before** this contractor is employed. Attached documents will provide tools for that review and an outline of what must be considered in the contract.
- 5.2. Where the contractor does not have an established written health and safety program, Barrick may assist with the development and implementation of a program.

- 5.3 All contractors shall report to a designated Barrick site representative (“Barrick Representative”) who is familiar with the details of the contractor’s scope of work and the health and safety requirements associated with this work. The Barrick Representative is responsible and accountable for the oversight of all aspects of the contract.
- 5.3.1 Pre-qualifying a contractor prior to the bidding and/or award of a contract or the start of a job will result in a higher level of health and safety performance. The following classification system is suggested; A = fully qualified contractors who have already been trained, B= partially qualified contractors who need re-training: C= provisional contractors who must be allowed access to the site to perform unique or specialized tasks but who require 100% escort and/or supervision.
  - 5.3.2 The requirements for a contractor health and safety program are determined through a risk analysis that will measure the job requirements against contractor capabilities.
  - 5.3.3 Contractor performance must be evaluated on a regular and ongoing basis throughout the duration of the contract.
  - 5.3.4 It is the contractor’s responsibility to fully understand the health and safety requirements of any job and to have the necessary programs in place, operational and communicated to employees.
  - 5.3.5 Health and safety must be considered to be aspects of quality management and have similar weighting as scheduling and costs.
  - 5.3.6 It is the responsibility of the Barrick Representative to monitor and evaluate the performance of the contractor.
  - 5.3.7 Major projects requiring a capital expense justification will be evaluated and signed by the appropriate health and safety staff prior to final regional President approval.
  - 5.3.8 Health and safety staff will be involved in the contract process during the pre-bid, contract award, and project oversight stages appropriate to the level of risk identified by the Barrick Representative.
- 5.4 A contractor who is unable to demonstrate a record of acceptable and continuously improving health and safety performance shall not be awarded a contract without approval of the appropriate Barrick regional President.
- 5.5 Contractor health and safety responsibilities shall be clearly communicated in the scope of work document.

## **6. Responsibilities**

### **6.1 General, Operations, or Project Management**

- 6.1.1 The Project or Operations Manager shall assign a knowledgeable, trained and competent employee (Barrick Representative) direct responsibility for management and oversight of each contract prior to signing and awarding a contract. This person and/or position shall be identified in the contract.
- 6.1.2 The Project or Operations Manager shall require Risk or Management of Change Assessment and occupational health and safety review of any AFE's, capital expense justifications, and contract awards prior to submission for final approval.

### **6.2 Barrick Representative**

- 6.2.1 The Barrick Representative must be thoroughly familiar with the nature and location of the work to be performed by contractors. The expected duration of the project, the type of work to be performed and location of the work (off or on-site) are some of the factors the Barrick Representative must consider prior to developing the health and safety requirements for the bid package. Emergency work may result in additional hazards which must be identified.
- 6.2.2 Expected hazards should be identified by the Barrick Representative with the assistance of the contractor. The contractor is expected to submit written procedures to manage the identified hazards. In all cases, unless otherwise specified in writing, Barrick procedures and requirements will take precedence over the contractors' procedures.
- 6.2.3 With assistance of Health and Safety Professional, Contractor and/or other applicable parties conduct preliminary risk assessment of scope of work to be undertaken by contractor and complete Attachment A.
- 6.2.4 The risk of injury or illness to contractors and Barrick employees is an important consideration in determining how to apply components of the contractor health and safety program. Factors to consider may include:
  - Nature of work to be performed
  - Location of work performed
  - Altitude and climate
  - Potential for the contractor performing the work to expose themselves, other contractors or Barrick employees to hazards
  - Duration of the work to be performed
  - Contractor's experience and expertise in performing similar type of work
- 6.2.5 The Barrick Representative and the Contractor must agree on the scope and delivery of emergency services for contractor employees for the duration of the contract.

6.2.6 The Barrick Representative and the Contractor are responsible for communicating information regarding workplace hazards, health, and safety requirements to all employees working on the project and site employees affected by the project. The communication of this information may include many formats such as medical screening, orientation, training, Material Safety Data Sheets (MSDS), safe work permits, signs, posters, procedures, and other written materials.

6.2.7 The Barrick Representative for the contract will ensure that:

- Health and safety management plans are completed, reviewed and approved **prior** to starting work.
- Contractor's management is a safety leader and is actively involved in the Safety and Health process on an ongoing basis.
- A process is in place to review health and safety performance, systems, and plan as part of the contractor selection process.
- Each contractor provides an adequate health and safety plan for the required work based on a risk assessment for the scope of work.
- All pre-qualification checks are complete prior to opening a Purchase Order *or the contractor may not be paid for work.*
- The contractor has conducted the appropriate training for their employees prior to starting work.
- The contractor demonstrates he has sufficient quantities of Personal Protective Equipment (PPE) and specialized (i.e. cold weather) clothing systems to provide for the sustained safe execution of the work.
- The work is conducted in a safe and responsible manner in compliance with standards and applicable regulations
- There is timely, effective reporting, investigation and review of all incidents.
- Ongoing performance monitoring of the contractor by the Company includes health and safety performance review, evaluation and corrective actions.
- Inspections and audits will be conducted on a scheduled basis throughout the term of the contract.

6.2.8 At the close of each contract, health and safety performance will be reviewed and documented by the Barrick Representative with a copy forwarded to the Contracts Administrator.

6.2.9 The Barrick Representative has the authority and obligation to close down any work that is deemed unsafe to workers or property, or which represents a significant risk to the environment.

6.2.10 If applicable by contract, the Barrick Representative shall be responsible to produce the recommendation for safety performance penalties or bonuses with sufficient backup information and financial approval.

### **6.3 Health and Safety Professional**

- 6.3.1 Provide technical assistance in evaluating hazards present or that may be introduced by a contractor
- 6.3.2 Provide assistance in facilitating risk assessments conducted by the Barrick Representative and contractor.
- 6.3.3 Assist in reviewing past health and safety performance of bidding contractors
- 6.3.4 Assist in developing performance improvement plans for contractors who are accepted with conditions.
- 6.3.5 Assists in developing KPI's
- 6.3.6 Review and approve contractor health and safety management plans
- 6.3.7 Review and approve AFE's, capital expenditures and contracts for health and safety aspects

### **6.4 Commercial Representative**

- 6.4.1 Identify potential contractors or suppliers
- 6.4.2 Prepare and distribute Request for Quote
- 6.4.3 Receives bids and prepares bid evaluation
- 6.4.4 Assists in developing KPI's, deliverables, such as hours worked, Lost-time injury rate, etc.
- 6.4.5 Negotiate and develop contracts
- 6.4.6 Identifies Barrick Representative by name and/or position to be included in contract language
- 6.4.7 Ensures all documentation is received and complete prior to signing contract
- 6.4.8 Assists in completing risk assessments
- 6.4.9 Maintains documentation
- 6.4.10 Maintains list of pre-qualified contractors
- 6.4.11 Participates in audits

### **6.5 Contract Originator**

- 6.5.1 May be the Barrick Representative
- 6.5.2 Writes scope of work (specifications) to be used in a Request for Quote
- 6.5.3 Assists in evaluating potential contractors
- 6.5.4 Assists in evaluating bids
- 6.5.5 Assists in developing KPI's for contract performance

### **6.6 Contractor Representative**

- 6.6.1 Responsible for full site performance of Contractor against full requirements of contract
- 6.6.2 Interface with Barrick Representative frequently and as required in order to meet contract specifications

- 6.6.3 Ensures contractor employees are adequately trained and training is properly documented
- 6.6.4 Ensures all contractor employees work within the boundaries of the contract
- 6.6.5 Understand the full requirements of the contract
- 6.6.6 Maintains all documentation required
- 6.6.7 Immediately notify Barrick of any site regulatory inspection and provide copies of health and/or safety inspection reports within 5 days of receipt
- 6.6.8 Ensure appropriate equipment, materials, protective devices and personal protective equipment, necessary for protection of worker, is provided and properly used and maintained.
- 6.6.9 Provide required safety statistical information as required.

## **7. Contractor pre-qualification**

- 7.1 Prequalification of a contractor shall be performed by Barrick to formally evaluate all contractors prior to signing a contract. Qualifications should be reviewed at least annually for changes.
- 7.2 The final choice of contractor should be based on their technical, commercial, and health and safety competence which should include:
  - 7.2.1 A good record of health and safety performance that demonstrates continuous improvement over the past 3 years
  - 7.2.2 Active program for the management, to Barrick standards, of subcontractors which the contractor may employ
  - 7.2.3 Demonstration of a health and safety management plan
  - 7.2.4 Well-controlled worker's compensation costs (if available)
  - 7.2.5 Compliance with legislation
  - 7.2.6 Demonstration of the contractors' senior management commitment to their health and safety program, incident reporting and risk management.
- 7.3 The check sheets in Attachment A (two pages) must be completed by the Barrick Representative (person requesting services or providing oversight on contract) to identify the potential hazards and risks that may be introduced to contractors and/or to Barrick. Once the potential risks are identified, the Commercial Representative and the Barrick Representative will agree to the level of risk assessment and documentation required from the contractor.
- 7.4 The Contractor will be notified of required documents prior to submitting a bid. Attachment B may be given to the contractor for a self-assessment. Attachment B must be completed by the Barrick Representative and Commercial Representative during review of the contractor's qualifications before the contract is signed.
- 7.5 After review of Attachments A and B, Barrick must provide feedback to the contractor on areas that need improvement. If the contract is awarded with

conditions for improvement, a schedule must be established before the contract is signed.

- 7.6 Health and safety performance must be considered if early completion bonuses are offered.
- 7.7 Contracts awarded for emergency work may result in performing a less stringent pre-qualification step. The Barrick General Manager or delegate must approve emergency work **prior** to starting work and develop management plans to ensure work performance is to Barrick standards. Pre-qualification can be used to maintain a list of contractors who meet standards for emergency calls.
- 7.8 In cases where contractors may not be able to meet Barrick's health and safety criteria, because they are small or may be the only contractor available within reason, it is possible to offer conditional acceptance. Conditional acceptance shall have a specific time period and additional requirements or controls appropriate to the level of risk in the work to be performed.
- 7.9 Contractors who use subcontractors must establish a pre-qualification process for all subcontractors sufficient to meet Barrick standards. For significant contracts, managers should visit the contractor's facilities to observe how the business is being operated and to question senior management on their role and attitude to safety.

## 8. Procedures

- 8.1 Regardless of the category of contractor (i.e. Low, Moderate or High exposure) the following procedures, at a minimum, must be followed:
- 8.2 **Contractor safety record.** The contractor must provide details of their safety record as well as the safety record for all subcontractors.
- 8.3 **Documented safety requirements.** The written contract must include the requirements for adherence to applicable site and regulatory safety standards.
- 8.4 **Emergency procedures.** Contractors and subcontractors must be trained in site emergency procedures during induction. In addition, contractors and subcontractors shall have written emergency procedures specific to the site given to each employee. Contractors are expected to participate in company drills.
- 8.5 **Feedback.** The Barrick Representative must provide regular feedback on health and safety performance to the contractor. Deficiencies must be resolved quickly.
- 8.6 **Fitness for work.** Contractors must ensure that there is a fitness for work Drug and Alcohol testing policy and program (where local law permits) that

matches or exceeds the site policy and procedure. High altitude work (over 3000 meters) requires pre-work physicals for all contractors.

**8.7 Health and Safety Plan.** The Site Specific Health and Safety Management Plan submitted shall contain the following elements as a minimum:

- 8.7.1 Understanding of and commitment to meeting or exceeding Barrick standards
- 8.7.2 A risk assessment of the work to be undertaken in the contract planning and subsequent phases
- 8.7.3 Specific Health and Safety goals or Key Performance Indicators
- 8.7.4 Health and Safety performance reporting procedure
- 8.7.5 A plan for communicating all requirements to all sub-contractors
- 8.7.5 Employee training plan

**8.8 Pre-bid information.** The Commercial Representative must ensure that contractors have appropriate health and safety requirement information prior to bidding on the work so that the contractor clearly understands requirements and associated costs. These may include, among others:

- 8.8.1 Personnel protective equipment (PPE) requirements
- 8.8.2 Substance abuse screening
- 8.8.3 Vehicle safety requirements
- 8.8.4 General health and safety rules
- 8.8.5 Work permit system
- 8.8.6 Health and safety performance reporting requirements

**8.9 Pre-work safety induction.** All personnel working for contractors will be required to complete an appropriate safety induction prior to starting work. Barrick staff is responsible for providing a site specific induction and the contractor is responsible for providing all other training that may be required. For long-term or ongoing contracts, a refresher for all contracted employees will be provided by the contractor at least annually.

**8.10 Property security.** Contractors and subcontractors are responsible for their own security while performing work on site. All site security procedures must be followed.

**8.11 Reporting incidents.** Contractor must report all incidents, injuries and property damage with associated costs to the Barrick Representative and appropriate regulatory agencies. Barrick reporting guidelines must be given to contractors prior to commencing work. Contractors shall investigate and report incidents using Barrick and regulatory guidelines. Barrick may elect to participate in any contractor investigation at Barrick's discretion.

- 8.12 **Risk assessment.** Processes must be in place to regularly assess health and safety risks. The processes must include a field level or personal risk assessment tool and a formal risk assessment process where appropriate.
- 8.13 **Shift schedules.** Copies of shift schedules shall be provided by the contractor prior to the start of work. Fatigue management principles must be applied to minimize risks due to inattention and fatigue. A contractor will not be allowed to work schedules that Barrick has deemed fatigue inducing.
- 8.14 **Standard work procedures.** Copies of all appropriate site work procedures and standards will be given to contractors prior to the start of work. The contractor must provide Barrick at minimum, copies of Lock-out-tag-out, confined space and scaffolding procedures and standards where appropriate. Contractors must provide documented safe work procedures for all work unusual to the site (e.g. roofing, shop door installation, hazardous material transportation, etc.) Failure to adhere to standards and safe work procedures can result in termination of the contract. The following topics must be considered at a minimum:
- 8.14.1 Permits such as hot work, confined spaces
  - 8.14.2 Isolation including electrical, hydraulic, compressed air, etc
  - 8.14.3 Lock out and tag out
  - 8.14.4 Chemical handling
  - 8.14.5 Manual handling
  - 8.14.6 Housekeeping
  - 8.14.7 Personal protective equipment
  - 8.14.8 Hand tools
  - 8.14.9 Cranes and rigging
  - 8.14.10 Scaffolding and elevated work platforms
  - 8.14.11 Working at heights
  - 8.14.12 Equipment guarding
  - 8.14.13 Excavation and trenching
  - 8.14.14 Ventilation and gases
  - 8.14.15 Barricading
  - 8.14.16 Waste and spill cleanup and disposal
  - 8.14.17 Emergency procedures
- 8.15 **Supervision.** The Barrick Representative must arrange for monitoring of contractor work processes and procedures to ensure compliance with standards. Special emphasis must be given to equipment and tool maintenance, housekeeping and adherence to work procedures. Larger contracts may require full-time health and safety oversight by Barrick personnel in addition to contractor safety management staff.

- 8.16 Every contractor must designate a person on site to provide the health and safety direction for the contractor. On large contracts and projects with more than 50 employees, or for a complex project, the contractor must designate a full-time health and safety representative.
- 8.17 All training and documentation must be presented to the workforce in their regional (English, Kiswahili, Spanish or Russian) language. Any person directly supervising work must provide fluent translation in the regional language of all verbal and written health and safety instructions.

## 9. Long Term Contractors

- 9.1 Long term contractors provide services on an on-going basis, regardless of the risk level. They may include janitorial services, security, mining operations, tire handling, etc.
- 9.2 In addition to general requirements and work procedures listed above, long-term contractors must have the following:
- 9.2.1 **Health and Safety committee.** Contractors shall be represented on site health and safety committees and shall also be expected to have an appropriate safety committee structure developed and in place for themselves and their subcontractors. Details of the safety committee structure shall be included in the contract.
  - 9.2.2 **Health surveillance.** Contractors shall provide, or participate in Barrick's as appropriate, routine health surveillance for potential hazards such as dust, noise and chemicals exposure.
  - 9.2.3 **New plant and equipment.** Contractor involvement must be sought when Barrick modifications to plant and equipment are being planned which impact the contractor's work.

## 10. Contract Requirements

- 10.1 In no event shall a Contractor commence work without a written Contract or Notice to Proceed which includes a health and safety plan and procedures to perform work in compliance with Barrick and regulatory agency requirements.
- 10.2 The contract must make clear that the contractor, not the site representative, retains the authority to hire, fire, discipline, supervise, control, and direct the work of contractor employees, as well as the modify the terms and conditions of their employment.
- 10.3 Barrick retains the right to revoke site access for contractor employees who violate any health and safety standard and/or procedure.

## 11. Audits

11.1 Audits for health and safety performance shall be conducted on a scheduled basis to ensure Barrick standards are being met. Audits shall be conducted by the contractor with Barrick participation. Audit documentation shall include performance improvement action plans.

## 12. Waivers

12.1 The Corporate Vice-President, Safety and Occupational Health and Corporate Vice-President, Supply Chain Management must approve in advance all waivers to this Policy.

## 13. Distribution

13.1 The Corporate Supply Chain Department and the Corporate Safety and Occupational Health Department will both be responsible for communicating this policy.

## 14. Attachments

Attachment A: REVIEW OF HAZARDS (Both existing hazards and those that may be introduced by the contractor.

Attachment B: CONTRACTOR SAFETY ASSESSMENT CHECKLIST

Attachment C: SAMPLE SIMPLIFIED PRE-QUALIFICATION SUMMARY

Attachment D: LIST OF DOCUMENTS TO BE PROVIDED BY THE CONTRACTOR

## 15. Revisions

Date of Issue	December 16, 2005
Date of Last Revision	December 31, 2007
Content Owner:	Corporate Manager of Occupational Health and Safety

# ATTACHMENT A – PART 1

**Barrick Representative must complete:**

**Part 1 - Review of hazards that are present where contractor will work**

**Part 2 – Review of hazards that may be introduced by the contractor**

<b>Mechanical</b>	Yes	No	<b>Electrical</b>	Yes	No
Vehicles/Plant	<input type="checkbox"/>	<input type="checkbox"/>	High voltage	<input type="checkbox"/>	<input type="checkbox"/>
Noise	<input type="checkbox"/>	<input type="checkbox"/>	Introduction	<input type="checkbox"/>	<input type="checkbox"/>
Vibration	<input type="checkbox"/>	<input type="checkbox"/>	Earth faults	<input type="checkbox"/>	<input type="checkbox"/>
Pressure Oil	<input type="checkbox"/>	<input type="checkbox"/>	Low voltage	<input type="checkbox"/>	<input type="checkbox"/>
Pressure Water	<input type="checkbox"/>	<input type="checkbox"/>	Lightning	<input type="checkbox"/>	<input type="checkbox"/>
Rotating Equipment	<input type="checkbox"/>	<input type="checkbox"/>	High voltage	<input type="checkbox"/>	<input type="checkbox"/>
Pressure Air/Gas	<input type="checkbox"/>	<input type="checkbox"/>	Introduction	<input type="checkbox"/>	<input type="checkbox"/>
Stream, Dust, High	<input type="checkbox"/>	<input type="checkbox"/>	<b>Operation</b>		
Temperature			Water level changes	<input type="checkbox"/>	<input type="checkbox"/>
Aircraft	<input type="checkbox"/>	<input type="checkbox"/>	Water flow changes	<input type="checkbox"/>	<input type="checkbox"/>
<b>Radiation</b>			<b>Chemicals</b>		
Radio frequency	<input type="checkbox"/>	<input type="checkbox"/>	Toxic/poisons	<input type="checkbox"/>	<input type="checkbox"/>
Electrical fields	<input type="checkbox"/>	<input type="checkbox"/>	Solvents	<input type="checkbox"/>	<input type="checkbox"/>
Magnetic fields	<input type="checkbox"/>	<input type="checkbox"/>	Corrosives	<input type="checkbox"/>	<input type="checkbox"/>
Infra-red/Ultraviolet	<input type="checkbox"/>	<input type="checkbox"/>	Generation of dust	<input type="checkbox"/>	<input type="checkbox"/>
Solar	<input type="checkbox"/>	<input type="checkbox"/>	Fumes, vapors, etc.	<input type="checkbox"/>	<input type="checkbox"/>
<b>Fire &amp; Explosion</b>			<b>Personal</b>		
Flammable Substances	<input type="checkbox"/>	<input type="checkbox"/>	Materials handling	<input type="checkbox"/>	<input type="checkbox"/>
Explosives	<input type="checkbox"/>	<input type="checkbox"/>	Slips/trips/falls	<input type="checkbox"/>	<input type="checkbox"/>
Bush fire	<input type="checkbox"/>	<input type="checkbox"/>	Repetitive movements	<input type="checkbox"/>	<input type="checkbox"/>
Suppression Systems	<input type="checkbox"/>	<input type="checkbox"/>	Heat/cold	<input type="checkbox"/>	<input type="checkbox"/>
<b>Hazardous Environment</b>			<b>Biological</b>		
Confined space	<input type="checkbox"/>	<input type="checkbox"/>	Environment	<input type="checkbox"/>	<input type="checkbox"/>
Working at height	<input type="checkbox"/>	<input type="checkbox"/>	Environmentally	<input type="checkbox"/>	<input type="checkbox"/>
On water (boats)	<input type="checkbox"/>	<input type="checkbox"/>	sensitive areas		
Diving	<input type="checkbox"/>	<input type="checkbox"/>	<b>Operational Area</b>	<input type="checkbox"/>	<input type="checkbox"/>
Remote sites	<input type="checkbox"/>	<input type="checkbox"/>	High traffic	<input type="checkbox"/>	<input type="checkbox"/>
Weather extremes	<input type="checkbox"/>	<input type="checkbox"/>	Large equipment/small	<input type="checkbox"/>	<input type="checkbox"/>
Terrain	<input type="checkbox"/>	<input type="checkbox"/>	equipment		
Tunnel/Shafts	<input type="checkbox"/>	<input type="checkbox"/>	Blind spots	<input type="checkbox"/>	<input type="checkbox"/>
Working alone	<input type="checkbox"/>	<input type="checkbox"/>	Communications	<input type="checkbox"/>	<input type="checkbox"/>
<b>Transportation</b>			interference		
Heavy	<input type="checkbox"/>	<input type="checkbox"/>	<b>Other (specify)</b>	<input type="checkbox"/>	<input type="checkbox"/>
Oversize	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
Hazardous Material	<input type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>

<b>Site Management</b>	Yes	No	<b>Hazardous Environment</b>	Yes	No
Subcontractors	<input type="checkbox"/>	<input type="checkbox"/>	Confined space	<input type="checkbox"/>	<input type="checkbox"/>
Amenities	<input type="checkbox"/>	<input type="checkbox"/>	Working at heights	<input type="checkbox"/>	<input type="checkbox"/>
Access control	<input type="checkbox"/>	<input type="checkbox"/>	On water (i.e. boats)	<input type="checkbox"/>	<input type="checkbox"/>
Authorization	<input type="checkbox"/>	<input type="checkbox"/>	Diving	<input type="checkbox"/>	<input type="checkbox"/>
Licensed operators (crane, equipment, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	Pinch points	<input type="checkbox"/>	<input type="checkbox"/>
<b>Work Practices</b>			<b>Electrical</b>		
Housekeeping	<input type="checkbox"/>	<input type="checkbox"/>	High voltage	<input type="checkbox"/>	<input type="checkbox"/>
Waste disposal	<input type="checkbox"/>	<input type="checkbox"/>	Low voltage		
Storage	<input type="checkbox"/>	<input type="checkbox"/>	Inspected equipment		
Barricades	<input type="checkbox"/>	<input type="checkbox"/>	Leads	<input type="checkbox"/>	<input type="checkbox"/>
Signage	<input type="checkbox"/>	<input type="checkbox"/>	Residual current devices (capacitors, etc.)	<input type="checkbox"/>	<input type="checkbox"/>
Shifts / Work Hours	<input type="checkbox"/>	<input type="checkbox"/>	<b>Chemicals</b>		
<b>Mechanical</b>			Toxic/poison	<input type="checkbox"/>	<input type="checkbox"/>
Vehicles	<input type="checkbox"/>	<input type="checkbox"/>	Solvents	<input type="checkbox"/>	<input type="checkbox"/>
Plant (cranes, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	Corrosives	<input type="checkbox"/>	<input type="checkbox"/>
Aircraft	<input type="checkbox"/>	<input type="checkbox"/>	Generation of dust, fumes, vapors, etc.	<input type="checkbox"/>	<input type="checkbox"/>
Noise	<input type="checkbox"/>	<input type="checkbox"/>	Material safety data sheets	<input type="checkbox"/>	<input type="checkbox"/>
Vibration	<input type="checkbox"/>	<input type="checkbox"/>	Chemical storage/gases	<input type="checkbox"/>	<input type="checkbox"/>
Machine guarding	<input type="checkbox"/>	<input type="checkbox"/>	Fuel storage, load out	<input type="checkbox"/>	<input type="checkbox"/>
Scaffolding	<input type="checkbox"/>	<input type="checkbox"/>	<b>Biological</b>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Radiation</b>			<b>Environmental</b>		
Welding	<input type="checkbox"/>	<input type="checkbox"/>	Earthworks	<input type="checkbox"/>	<input type="checkbox"/>
Other sources	<input type="checkbox"/>	<input type="checkbox"/>	Pollutants	<input type="checkbox"/>	<input type="checkbox"/>
X-Ray or similar non-destructive testing	<input type="checkbox"/>	<input type="checkbox"/>	Waste disposal	<input type="checkbox"/>	<input type="checkbox"/>
<b>Fire &amp; Explosion</b>			<b>Construction</b>		
Flammable substances	<input type="checkbox"/>	<input type="checkbox"/>	Cranes and Rigging	<input type="checkbox"/>	<input type="checkbox"/>
Explosives	<input type="checkbox"/>	<input type="checkbox"/>	Concrete operations	<input type="checkbox"/>	<input type="checkbox"/>
Bush fire	<input type="checkbox"/>	<input type="checkbox"/>	Overhead operations	<input type="checkbox"/>	<input type="checkbox"/>
Welding	<input type="checkbox"/>	<input type="checkbox"/>	Changing conditions	<input type="checkbox"/>	<input type="checkbox"/>
<b>Personal protective clothing requirements</b>	<input type="checkbox"/>	<input type="checkbox"/>	Commissioning	<input type="checkbox"/>	<input type="checkbox"/>
			Demolition	<input type="checkbox"/>	<input type="checkbox"/>

**Emergency Arrangements:**

Evacuation

Medical treatment

Fire

Rescue

Other

***If the project involves one or more of these risks or issues the contractor must complete a formal risk assessment and develop safe work procedures prior to starting work.***

**CONTRACTOR SAFETY ASSESSMENT CHECKLIST**

Barrick Representative and Contracts Administrator to review prior to issuing a contract. This may also be given to the contractor for a self assessment guide and as a document request.

Company Name: \_\_\_\_\_ Contact Person: \_\_\_\_\_  
 Address: \_\_\_\_\_  
 Phone: \_\_\_\_\_ Fax: \_\_\_\_\_ E-mail \_\_\_\_\_

<b>Safety Performance:</b> data showing a positive trend has been provided and the contractor has an effective means of analyzing trends and keeping management informed.	Yes	No
Has the contractor or subcontractor provided documented history of their previous three (3) years work injury record that demonstrates continuous improvement?		
Has the contractor provided examples of how they analyze incidents and resulting incident cost trends and keep management informed of their safety performance?		
Has contractor’s management “championed” the process and remained fully engaged?		
<b>Safety Plan:</b> Produced specifically for the job, outlining how the safety aspects of the particular job will be managed.	Yes	No
Has the contractor or subcontractor provided a copy of their environment, health, and safety management plan?		
Has the contractor submitted work procedures for issues identified in Attachment A?		
Has the plan been reviewed and accepted by (Barrick) site safety staff?		
<b>Safety Policy:</b> Clear statement indicating responsibilities signed and dated by the Chief Executive.	Yes	No
Has the contractor or subcontractor provided a copy of safety policies and responsibilities that has been signed by their senior executive?		
Has the policy been reviewed by (Barrick) site safety staff?		
<b>Safety Manual/Procedures:</b> Clear procedures and systems, updated at least annually.	Yes	No
Has the contractor or subcontractor provided copies of their work permits and standards? Do they match with the hazards identified in Attachment A?		
Has the contractor provided procedures for storing and handling hazardous substances?		
Has the contractor provided documentation that the information has been given to all employees?		
<b>Safety Professionals:</b> An outline of how the safety advisors are involved.	Yes	No
Does the contractor or subcontractor have a designated safety contact for the contract?		
If the contract involves more than 50 employees or high risk does the contractor have a designated full-time safety person?		
Has the contractor provided a written document outlining the safety contact’s duties and responsibilities sufficient for the scope of work? It must be the Supervisor’s responsibility to ensure the safety of his crew.		
<b>Training:</b> Supervisor and employee training plans and documentation.	Yes	No

## ATTACHMENT B

Have contractor or subcontractor employees received induction and standard work procedures training? Documentation must be provided to show who has attended.		
Has the contractor or subcontractor provided safety leadership training to supervisors?		
Is there documentation showing all employees have been trained in first aid?		
Have all employees been trained in Field Level Risk Assessment? Writing or using JSA or JHA's?		
Has the contractor provided documentation showing all other specific training employees have received appropriate to the work being performed?		
<b>Audit System:</b> Formal method of checking up on adherence to standards, housekeeping, etc.	Yes	No
Does the contractor or subcontractor conduct formal safety inspections?		
Do the contractor's management / supervisors lead the inspections and make themselves accountable for correcting deficiencies arising from the audit?		
Has the contractor supplied a copy of a standard workplace inspection checklist?		
Does the contractor have a method for evaluating daily worksite conditions (such as 5-point, Field Level Risk assessment, safety contact sheet, stop cards, etc.) Are examples provided?		
Does the contractor or subcontractor conduct formal audits of the safety program with team members from other facilities and departments no less than annually?		
Has an example of the audit protocol been provided?		
<b>Health Surveillance:</b> Pre-placement health evaluations take place and routine health surveillance were indicated, (e.g. Medicals for drivers, medical pre-screening for altitude, dust and noise surveys, etc.).	Yes	No
Has the contractor or subcontractor provided a copy of a written health surveillance program?		
Does the contractor maintain health records for employees after their termination?		
Does the contractor have access to an industrial hygienist?		
<b>Incident Management and Investigation:</b> All incidents are reported according to a company procedure and there is line responsibility for investigation and follow-up.	Yes	No
Has the contractor or subcontractor provided a documented procedure for reporting, investigating, and following up on all incidents including medical, property damage, loss to process, environmental incidents, near miss incidents?		
Does the contractor converting these incidents and/or near misses into its ongoing safety awareness and training meetings?		
Has the contractor provided a copy of an incident report form?		

<b>Risk Management:</b> Appropriate techniques are used to assess risk and implement any changes needed (i.e. Job Safety analysis, HAZOP, Field Level Risk Assessment, Formal Risk Assessment).	Yes	No
Has the contractor or subcontractor provided a documented formal risk assessment process and procedure that includes all levels of risk assessment?		
Does the contractor have a Field Level Risk Assessment process that is used by all employees?		
Is there a process or procedure for employees to report safety issues, including follow-up and closure?		
Has the contractor provided documented risk assessments addressing at a minimum the hazards identified in Attachment A for the specific contract?		
<b>Rosters:</b> Works schedules in place that minimize fatigue.	Yes	No
Do work schedules provide sufficient rest periods between night and day rotations? (Min 48 hours)		
Do work schedules provide no more than, for example, 6 x 10-12 hour days in a row and not more than, for example, 10 x 7-hour days in a row without break? ( Individual work schedules will need to be established by region, mine and construction project)		
Does the contractor provide adequate housing, food, and support for remote site locations to facilitate maximum rest?		
<b>Fitness for Work:</b> policies and procedures in place to ensure employees are not impaired by drugs, alcohol, poor health or fatigue.	Yes	No
Has the contractor provided a copy of a drug and alcohol policy that matches or exceeds the site policy?		
Are there defined steps for supervisors to take if an employee is suspected of not being fit for duty, with consequences?		
Has the contractor provided written procedures for adherence?		
Is screening for drugs a part of the initial medical screen for work?		
Does the contractor have a fitness for work policy that includes fatigue and health issues?		

SAMPLE SIMPLIFIED PRE-QUALIFICATION SUMMARY

Safety and Health Performance	Acceptable	Needs Improvement
Safety Performance	<input type="checkbox"/>	<input type="checkbox"/>
Comments:		
Environmental, Health and Safety Program	Acceptable	Needs Improvement
Safety Plan	<input type="checkbox"/>	<input type="checkbox"/>
Safety Policy	<input type="checkbox"/>	<input type="checkbox"/>
Safety Manual/Procedures	<input type="checkbox"/>	<input type="checkbox"/>
Safety Advice	<input type="checkbox"/>	<input type="checkbox"/>
Training	<input type="checkbox"/>	<input type="checkbox"/>
Audit System	<input type="checkbox"/>	<input type="checkbox"/>
Health Surveillance	<input type="checkbox"/>	<input type="checkbox"/>
Incident Management and Investigation	<input type="checkbox"/>	<input type="checkbox"/>
Risk Management	<input type="checkbox"/>	<input type="checkbox"/>
Rosters	<input type="checkbox"/>	<input type="checkbox"/>
Fitness for Work	<input type="checkbox"/>	<input type="checkbox"/>
Emergency Procedures	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Yes</b>	<b>No</b>
Feedback provided to contractor:	<input type="checkbox"/>	<input type="checkbox"/>
Date: _____ Comments: _____		
Reviewed by: _____	Date: _____	
Reviewed by: _____	Date: _____	
Reviewed by: _____	Date: _____	
Reviewed by: _____	Date: _____	

**LIST OF DOCUMENTS TO BE PROVIDED BY THE CONTRACTOR**

1. 3 year history of safety performance (where available)
2. Example of incident and cost trend analysis
3. Health and Safety Policy
4. Health and safety Management Plan
5. Risk assessments for risks identified in Attachment A
6. Safe work procedures for risks identified in Attachment A
7. Work permits and standards
8. Procedure for handling, transportation and storage of hazardous substances
9. Training outline for all levels of employees and sample records
10. Outline of safety contact duties and responsibilities
11. Workplace inspection form
12. Example or outline of daily worksite conditions evaluation method
13. Formal audit protocol
14. Health surveillance program
15. Incident reporting procedure and form
16. Risk assessment process
17. Proposed work schedules
18. Fit for duty policy and program
19. Emergency procedure outline