



## **EXHIBIT D**

# **QHSE Requirements**

## **Marine Warranty Surveyors (MWS)**


**For all Projects**

**During the 01/01/1404 till 29/12/1404**

**With**


**Contract No.:**

**Date:**

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### **QA/QC Requirements**

1. SUBCONTRACTOR shall adapt a Quality System to meet all the requirements of the quality conditions as specified in SUBCONTRACTOR's Quality Plan which shall be sent for CONTRACTOR (QHSE Department) review and approve. The purpose of this comprehensive system is to ensure that each requirement of the SUBCONTRACT is met to the complete satisfaction of the CONTRACTOR.
2. SUBCONTRACTOR shall prepare the Quality Plan in which describe quality management system and its processes, control of changes, control of nonconforming outputs, actions to address risks and opportunities and etc.
3. SUBCONTRACTOR shall prepare and submit the project key personnel resume and certificates, for CONTRACTOR review and approval prior to commencement of the Works.
4. The SUB-SUBCONTRACTORS qualification shall be accepted by CONTRACTOR prior to Sub-Subcontracting.
5. All monitoring and Measuring Equipment and software shall be calibrated or verified, or both (if needed) and shall have valid certificates or verification records and identification tags in order to determine its calibration status.
6. Prior to commencement of work, SUBCONTRACTOR shall submit for CONTRACTOR's approval his intended procedure of work, schedule of personnel, schedule and certificates of equipment he intends to deploy for the SUBCONTRACT WORKS.
7. SUBCONTRACTOR shall submit approved letter from any insurance company that CONTRACTOR identify.
8. SUBCONTRACTOR's reports/certificates shall be according to pertinent insurance companies and CONTRACTOR requirements.
9. CONTRACTOR shall have the right to nominate an independent Audit/survey team and conduct planed / in case QHSE audits /surveys to determine conformity to the contractual requirements and project specification. SUBCONTRACTOR shall grant access to his facilities for such inspections and audits. SUBCONTRACTOR shall take proper actions to eliminate the cause of nonconformities at his own cost and expenses which are reported and requested by CONTRACTOR through the audits/surveys and evaluations. Corrective/Preventive action reports and results shall be sent for CONTRACTOR (QHSE Department) review and approve. In case of any violation, if company eliminates the non-conformances, all cost and expenses plus %30 will be charged to subcontractor accordingly.

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## **HSE Requirements**

### **1. Definition**

- 1.1. CONTRACTOR group in this article means CONTRACTOR's employees, his stakeholders, his sub-contractors except SUBCONTRACTOR, his affiliates, his customers and other related 3<sup>rd</sup> parties. SUBCONTRACTOR group in this article means SUBCONTRACTOR's employees, his sub-contractors.
- 1.2. HSE in this article mean Health Safety Environment
- 1.3. Workplace harassment means engaging in a course of vexatious comment or conduct against a worker in a workplace -- a comment or conduct that is known or ought reasonably to be known to be unwelcome

### **2. SUBCONTRACTOR HSE Management system**

- 2-1. SUBCONTRACTOR shall plan and carry out its activities so that the Work is performed without loss of life or damage to human health, damage to equipment, unplanned environmental spills and discharges, and so that the Work is not subjected to unplanned disruptions.

For this reason and complying CONTRACTOR HSE requirements, SUBCONTRACTOR shall adapt last version integrated management systems (ISO 45001, ISO 14001, and HSE-MS etc.) These systems shall be documented in HS&E manuals, which must be approved and signed by SUBCONTRACTOR's top management.


**Note:** If SUBCONTRACTOR's QHSE Management systems not approved by a certification body then it shall be audited and approved by CONTRACTOR.

SUBCONTRACTOR shall keep CONTRACTOR informed about important changes and deviations in the HS&E Systems.

Beside of SUBCONTRACTOR's HSE management system requirements, the SUBCONTRACTOR shall comply Islamic Republic of Iran and CONTRACTOR HSE related Laws, rules, regulation and requirement.

### **3. SUBCONTRACTOR HSE Plan**


- 3-1. SUBCONTRACTOR shall establish an HSE plan for the Work. The plan shall incorporate the requirements of latest version of ISO 45001 and ISO 14001 or Equal HS&E management system standards and ensure the fulfillment of CONTRACT requirements and shall be SUBCONTRACTOR's governing document for the performance of the Work. The HSE Plan shall be numbered and distributed to all work locations and to CONTRACTOR Representative.

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A preliminary HSE plan for the work shall be submitted to CONTRACTOR no later than 15 Days after signing of the Contract or issuing letter of intent (LOI) whichever earlier. The completed HSE plan for the specific operations shall be submitted to CONTRACTOR no later than 30 days prior to the planned commencement date.

The HSE Plan for Work to be performed shall, as a minimum, include:

- HSE Context
- Scope of HSE Plan
- Leadership and Management Commitment
- Personnel Participation and HSE incentive plans
- Planning
- HSE policy
- HSE objectives
- HSE Organization chart
- HSE related Roles and Responsibilities
- HSE Accountabilities
- HSE Competencies
- HSE Training
- HSE Documents and certificates
- HSE Applicable Laws and Regulations
- HAZARDS AND RISKS MANAGEMENT
- Operational HSE control:
  - HSE procedures such as Environmental Protection, Lifting & Handling safety, Work at height safety, Radiation safety, Over board operation safety, pressurized vessel safety, electrical safety, Chemical Handling safety, Work alone safety, H2S safety, offshore Personnel transfer safety, Health and Hygiene management, Diving Safety.
  - Safe Systems of Work (Safety Statements, PTW and etc.)
  - Medical and First Aid

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- HSE Inspections
- Asset integrity and HSE critical equipment maintenance
- Communication and HSE meetings
- HSE Reporting system including but not limited to HSE anomaly reporting and HSE observation (Such as SMART, STOP and etc.)
- Sub-SUBCONTRACTORs HSE management
- Management of Change
- Emergency Response
- HSE Monitoring:
  - HSE Key Performance Indicator (KPI)
- Corrective and Preventive Action
  - Accident/ Incident investigation
- AUDITS
- Management review

If the information required can be found in existing procedures or instructions, a reference will be sufficient.

- 3-2. SUBCONTRACTOR shall at its own costs adopt, implement, and enforce the health, safety, environment and IMCA standards in performance of the WORKS based on Subcontractor HSE Plan.
- 3-3. SUBCONTRACTOR shall follow CONTRACTOR vessels SMS system including but not limited to PTW, Emergency response plan and etc.

#### **4. Competencies, Documentations and Certifications**

- 4-1. All Subcontractor group's personnel who are engaged in the performance of the Scope of Services / Works to this CONTRACT even through Subcontractor must be competent from HSE point of view. All must have a valid Health certificate including but not limited to pre-employment and annually health survey certificates, vaccination and inoculation etc. For offshore operation, all Subcontractor group's personnel must have a valid HSE Offshore Certificate. All On-board Subcontractor Group's Personnel shall have a valid certificate for Basic safety training (in accordance with international convention on STCW-95) and/or valid certificates on Offshore Survival Courses including but not


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limited to BOSIET (Basic Offshore Safety Induction & Emergency Training) and HUET (Helicopter Underwater Egress Training) or equivalent.

- 4-2. SUBCONTRACTOR shall ensure that all equipment, measuring tools, and instruments required for the Work are calibrated by an approved certified body. Dates of calibration and recalibration of such equipment and tools shall be indicated.
- 4-3. All Onboard Personnel shall have valid medical certificate for service at sea including vaccination and inoculation.
- 4-4. CONTRACTOR has right to deny SUBCONTRACTOR personnel embarking on CONTRACTOR crew boat without carrying valid health certificate for sea service.

## **5. Training**

- 5-1. SUBCONTRACTOR is responsible for the planning and implementation of all training and courses required by the Contract for SUBCONTRACTOR personnel that will be used for the performance of the Work.
- 5-2. SUBCONTRACTOR shall be responsible for planning and implementing of necessary training and courses.
- 5-3. All costs, including course fees for the above training, and known future regulatory requirements for technical/ administrative HSE courses and training, shall be paid by SUBCONTRACTOR.
- 5-4. Subcontractor is responsible to train the risk of related activities to Subcontractor's group staffs to realize their job HAZARDS and related controls in their work environment. Subcontractor's group supervisors shall understand proper remedies, corrective actions and arrangements in place to control HSE hazards and accept HSE responsibilities during emergencies. Subcontractor is responsible to supervise using safety equipment. If any incident happens due to lack of safety equipment/ measures and/or training of utilizing and/or supervision for using of them, then Subcontractor is responsible for compensation of all losses and/or claims and etc. and Contractor has no legal liability and responsibility in this regard.
- 5-5. All SUBCONTRACTOR group personnel shall be trained regarding work related hazards, proper usage and utilizing of their job-related protective equipment and other safety measures in a qualified training centre and all related certificates shall be submitted to CONTRACTOR for review and approval before commencement of work. The training certificates shall remain valid until end of CONTRACT period.

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- 5-6. All SUBCONTRACTOR group personnel shall participate in Contractor group HSE training courses which are conducted on CONTRACTOR's vessel such as Safety inductions, Safety meetings, Pre-Job Safety Meetings, Toolbox talks and etc.
- 5-7. The Subcontractor shall record all trainings and submit relevant reports upon Contractor request.
- 5-8. The HSE related training matrix shall be prepared by Subcontractor and submitted to Contractor upon request.

## **6. SUBCONTRACTOR HSE organization**

- 6-1. Subcontractor shall assign one of its on-board personnel as a HSE Coordinator for Coordination SUBCONTRACTOR group HSE issues in contractor working areas in conjunction with CONTRACTOR HSE Rep.

## **7. SUBCONTRACTOR Group HSE participation**


- 7-1. Subcontractor's group has to participate in Contractor's HSE Programs including but not limited to anomaly reporting system and consider HSE incentive plans or etc. for its personnel to increase their participation in such programs.
- 7-2. SUBCONTRACTOR shall cooperate and co-ordinate with other Contractor's group in HSE matters and shall comply with any specific instruction that is given to SUBCONTRACTOR by CONTRACTOR regarding HSE issues.

## **8. HSE Risk Management**

- 8-1. SUBCONTRACTOR shall employ suitable and generally recognized methods for identifying, assessing, checking and handling Quality risks and HSE hazards and their consequences. These methods shall be documented.
- 8-2. A comprehensive Risk assessment report for Subcontractor's group activities based on Contract scope of work shall be prepared and submitted by Subcontractor to Contractor for review and approval.
- 8-3. For issuing PTW the SUBCONTRACTORS shall identify and assess task hazards and Job safety analysis form shall be enclose to PTW form.

## **9. HSE Laws and Regulations**

- 9-1. Subcontractor's group shall comply with all Contractor approved HSE laws and regulation, including but not limited to Ministry of Labor and Social Affairs, Ministry of Health, Treatment and Medical Training of Iran, IRAN DEPARTMENT of ENVIRONMENT and national oil and gas and IMO and IMCA, DMAC, AODC laws and regulations.

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- 9-2. SUBCONTRACTOR shall meet All Environmental Regulations including IRAN DEPARTMENT of ENVIRONMENT Requirements and International Environmental Conventions and Protocols such as MARPOL, SOLAS, ROPME and etc. including segregation of hazardous waste, safe waste and recoverable waste. Any Environmental discharge must be reported. Prevent and avoid of creation, emission or discharge of any type of pollutants or waste including but not limited to oil products, chemical products, poison gases and greenhouse gases to the environment.

## **10. HSE controls**

### **10.1 Operational Control**

- 10.1.1. SUBCONTRACTOR shall confirm performance of the SUBCONTRACT SERVICES and WORKS to the highest standard of safety practices and shall observe all safety practices and requirements of CONTRACTOR and COMPANY. In case of conflict between the safety requirements of COMPANY and CONTRACTOR, the more stringent requirements shall prevail.
- 10.1.2. SUBCONTRACTOR shall follow CONTRACTOR approved safe systems of work including but not limited to permit to work system (PTWs) and for following operations an official and written permit form shall be issued. All hot works such as welding, grinding, cutting etc., insulation, hydrotest, radiography, confined space entry, work at height, working on live electrical lines and equipment, operation which need isolation, loading and offloading operations, working at extra time, over board operation, diving operation, crew transferring by boat and any other operations which is consider hazardous at Contractor decision.
- 10.1.3. Subcontractor shall provide PPE including but not limited to helmet, belt, clothes, shoes, gloves, masks, breathing apparatus, personal gas detectors and safety devices that are required for performing of his work based on Contract scope of work for SUBCONTRACTOR group. Brand/ type and quality of all provided PPE shall be Approved by Contractor's HSE department before commencing the work and SUBCONTRACTOR shall train SUBCONTRACTOR group for using those HSE equipment and make supervision to make sure those items will be used properly.
- 10.1.4. The Subcontractor should be responsible about any loss or defect in the items that Contractor will handover to Subcontractor (such as PPE). In case of any loss or defect, the Subcontractor should compensate equal to market value of that items in the Contractor's discretion.
- 10.1.5. Subcontractor is responsible for medical Daily screening on infectious diseases including but not limited to COVID19, flu and etc. such as body temperature and clinical triage and etc. for Subcontractor group personnel. it



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must be done by a designated and qualified Subcontractor personnel. (If any person(s) has sign(s)/ symptom(s) of infectious disease such as fever, cough and difficulty breathing, shall be quarantined and he and anybody who has close contact with him shall dismiss from their work and send to medical center for further investigation and diagnosis immediately.

- 10.1.6. In case during CONTRACT period any pandemic or Infectious diseases has been criticized by local or international health authorities, SUBCONTRACTOR is responsible for testing and screening and/or quantitating of SUBCONTRACTOR group personnel to ensure they have no risk to other personnel in work environment. In case the CONTRACTOR has performed such screening/ quantitation activities for SUBCONTRACTOR group personnel the cost will be beck charged to SUBCONTRACTOR

## **10.2 HSE inspection**


- 10.2.1. SUBCONTRACTOR shall provide a list of HSE critical equipment which is included but not limited to electrical equipment, lifting or load bearing equipment, Safety equipment, PPE and etc. and make regular HSE inspection to make sure those items are work safely. Related list and inspection records shall be available onboard and submit to CONTRACTOR upon request.
- 10.2.2. CONTRACTOR at his sole option and discretion shall have the right to make regular HSE inspections and inspections during the performance of SUBCONTRACT WORKS. SUNCONTRACTOR shall grant access to its facilities, people and documents for such inspections. Delay in arrangement or preventing of access for HSE monitoring will be conducted with CONTRACTOR HSE penalties. SUBCONTRACTOR is responsible to rectify or to decline reported unsafe conditions and anomalies at designated time.

## **10.3 Asset integrity and regular maintenance**

- 10.3.1. SUBCONTRACTOR shall have documented systems in place that ensure proper maintenance and calibration as well as suitability of HSE critical tools and equipment used by SUBCONTRACTOR group when performing the work at its premises, on site or at any other location and records of such maintenance and calibration shall be available onboard and submit to CONTRACTOR upon request.

## **10.4 HSE Reporting**

- 10.4.1. SUBCONTRACTOR shall prepare and submit regular HSE reports to CONTRACTOR for review and approval. The reports shall be prepared as per CONTRACTOR approved format. The following QHSE data shall be provided by Contractor in monthly report, each Subcontractor and in total:

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- A brief of operation within reporting period
- A statistical and descriptive report for incident which was happen within reporting period including but not limited to fatal accidents, lost time injuries, cases of restricted work/substitute work caused by injuries, recordable injuries excluding first aid cases, Fire and explosion cases, equipment damage/ loss, non-accidental deaths and etc.
- A statistical report for any infectious/ communicable diseases within reporting period
- Number of hours worked
- Number of accidental oil spills and volumes of each spill
- Regular discharges to sea/water
- Theft, vandalism and unauthorized entry
- Violence against person and/or special security related incidents
- Sick absence
- Waste for disposition (quantities in tons), recovery/recycling
- None productive Time (hours)
- Brief about Service failures
- A report from HSE anomalies and related action plan
- HSE KPI monitoring report within reporting period

10.4.2. In case of any Subcontractor group's correspondence with legal authorities on the issues which are related scope of this Contract a copy of letter shall be submitted to CONTRACTOR.

## **10.5 HSE Anomalies and Incidents reporting**

10.5.1. Subcontractor shall report all Incidents (Near miss and Accident)/ to Contractor via CONTRACTOR approved forms. The Important accidents including but not limited to fatalities, LTI cases, environmental pollutions, Fire and explosion and Contractor asset damages and etc. shall be reported to Contractor HSE Representative not later than 3 hours after the incident via phone call/ email/ fax and etc. then within 24 Hours an initial accident report including details and photos of event, must be submitted by subcontractor, then subcontractor must prepare an analytical and comprehensive report including root cause analysis and corrective actions which are define for preventing such that incident and submit to Contractor within 14 working days after the incident time, deviation and delay in submitting requested report will be resulted in written notice to Subcontractor and it will be recorded as a negative point in Subcontractor's HSE performance.

10.5.2. SUBCONTRACTOR shall report all Unsafe acts and Conditions and any other HSE related anomalies to CONTRACTOR via CONTRACTOR approved forms on daily basis and make proper action for rectifying SUBCONTRACTOR related HSE anomalies in proper time. In case of any incident because of lack anomaly reporting or proper action,

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SUBCONTRACTOR will be totally responsible for that incident. If CONTRACTOR make remedial action for rectifying SUBCONTRACTOR HSE anomalies then all related costs and expenses will be back charged to the SUBCONTRACTOR plus 20 percent.

#### **10.6 Sub-SUBCONTRACTORs management**

10.6.1. SUBCONTRACTOR shall assess the QHSE expertise and record of its Subcontractors during their contract period from tender to contract termination. SUBCONTRACTOR shall document its methods for identifying the standards to be met by subcontractors, and for ensuring that these standards are observed and verified. The records of such assessments and audits shall be available and submit to CONTRACTOR upon request.

#### **10.7 Management of Change (MOC)**


10.7.1. SUBCONTRACTOR shall inform the CONTRACTOR in case of any change in designs, plans, programs, procedures and any other work instruction, HSE key persons related to CONTRACT scope of work and if any hazard raised from such changes, then CONTRACTOR shall be alerted by SUBCONTRACTOR, in case of any incident because of lack of MOC then SUBCONTRACTOR will be totally responsible.

#### **10.8 Emergency response Plan**

- 10.8.1. SUBCONTRACTOR group shall follow Contractor approved Emergency Response Plans and/ or any Contingency plans in Contractor group working areas.
- 10.8.2. All SUBCONTRACTOR group's employees shall take part in emergency drills and other exercises while on site.
- 10.8.3. SUB-CONTRACTOR is legally responsible for providing MEDEVAC services at its own cost and expenses. In case of providing MEDEVAC services by CONTRACTOR then Contractor/ Company has no responsibility about any medevac operation quality and related consequences and related cost and expenses plus %10 will be charged to SUBCONTRACTOR accordingly. In case of Medivac operation Subcontractor shall send one of his crew as Contractor Personnel Supporting Agent to accompany injured/ ill person in medical center.

#### **10.9 CONTRACTOR HSE indemnification, ethics and disciplinary actions**

10.9.1. CONTRACTOR HSE representative shall confirm and monitor HSE performances. HSE progress has to be reported by SUBCONTRACTOR to the CONTRACTOR HSE representative. Subcontractor not only shall enforce HSE regulation in the all activities which are related to scope of this contract but also shall promote health and safety and Environment, give advices and how to comply with Contractor approved HSE strategy.


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10.9.2. SUBCONTRACTOR shall at all times conduct his operations in such a manner as to avoid any risk of incident that may result in Injury/ illness/ property damage/ loss/ environmental pollution. SUBCONTRACTOR shall take proper control actions to mitigate such risks as low as reasonably practical and shall train Subcontractor group for deployment of such those precautions and shall make supervision and regular HSE inspections to make sure such those precautions and safeguards are in place and work correctly.

10.9.3. If any personnel of Contractor group or Sub-contractor group gets injured or become ill or CONTRACTOR group's or Sub-contractor group's assets become lost or damaged or Environmental Pollution occurs because of SUBCONTRACTOR group's personnel negligence and/ or deviation from CONTRACTOR's approved HSE regulations and/ or standards, then SUBCONTRACTOR shall indemnify and hold harmless CONTRACTOR and its directors, officers, employees, agents, Stakeholders, affiliates, subcontractors, customers and Client from and against all allegations, claims, actions, suits, demands, damages, liabilities, obligations, losses, settlements, judgments, costs and expenses (including without limitation attorneys' fees and costs) which arise out of, relate to or result from any act or omission of SUBCONTRACTOR and SUBCONTRACTOR shall compensate all damages and losses which are arising from above mentioned accidents and/ or circumstances.

QHSE negligence are including but not limited to:

- hiring incompetent personnel who may have negative effect on QHSE performance
- not using or using incorrect or damaged or not providing Personal Protective Equipment
- harassment (physical, verbal and etc.), horseplay
- Making shortcuts or using equipment without safeguards
- Bypassing safety devices, safeguards or and etc.;
- Passing or entering in danger and or restricted areas such as standing under suspended load, unauthorized entry in confined spaces and etc.;
- Not following or following incorrectly of Contractor approved permit to work system
- No or improper supervision on performance of operations which may led to deviation of Contractor approved laws, regulation and or standards.
- Working alone without proper supervision in dangerous zones
- Improper housekeeping
- Not following Contractor approved laws, regulation and or standards and etc.;
- Not conducting or not participating in HSE or HSE related courses.
- Enforcing personnel to perform tasks out of their competencies.

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- Performing task in harsh weather condition which may led to incidents (emergency situations will be considered as exemption)
- Lack of or improper communication or coordination during performance of job
- Exceeding the speed limit
- Material, drug and alcohol abused
- Improper usage of or using wrong tools
- Blocking access to emergency devices or roots
- Unsafe material lifting or handling (mechanical or manual)
- Not informing or improper informing personnel about the hazards of job
- Using damaged tools and equipment
- Making hot work near heat sensitive or flammable material
- Water, dust and weather pollution
- Unauthorized using radioactive sources
- Improper storage of material and compressed gasses.
- Unprotecting hazardous objects, areas or energy
- No or improper posting safety/ warning sign
- Lack of or Improper lighting, layout or any other work area condition which may lead to incident
- Noise, vibration and other hazardous agents out of Contractor approved OEL (Occupational Exposure Level).
- Working with improper posture

10.9.4. All Subcontractor group shall follow Contractor Code of ethics and Drug and alcohol policy in case of deviation from Contractor accepted policies, law and regulations, the Contractor reserve the right to disembark or deny embarking the persons who become guilty.


10.9.5. Workplace violence and harassment such as (Sexual, Retaliation, Religious, Racial/ Ethnic and Gender) will not be tolerated from any person in the workplace. Everyone in the workplace must be dedicated to preventing workplace harassment. SUBCONTRACTOR is expected to uphold this policy.

10.9.6. SUBCONTRACTOR group's employees must report any incidents of workplace harassment to managers and CONTRACTOR representatives if needed.

10.9.7. CONTRACTOR will investigate and deal with all concerns, complaints, or incidents of workplace harassment in a fair and timely manner while respecting workers' privacy as much as possible.

10.9.8. In case of deviation from CONTRACTOR approved HSE rules, standards and procedures, CONTRACTOR has the right to take actions against SUBCONTRACTOR as below:

**First time:** informing SUBCONTRACTOR about negligence and it will be recorded in SUBCONTRACTOR 's performance history.

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**Second time:** a written and formal notice will be submitted to SUBCONTRACTOR and re-participation of the SUBCONTRACTOR 's personnel in HSE training courses is mandatory.

**Third time:** a written and formal notice will be submitted to SUBCONTRACTOR, Disciplinary action will be taken with negligent person including but not limited to dismissal, suspension from work etc.

**Note 1:** CONTRACTOR has the right to make any decision for the negligent person in each time above, including but not limited to dismissal, suspension from work etc.

**Note 2:** if any SUBCONTRACTOR group become run off because of HSE issues then he/ she is not allowed to work in CONTRACTOR's vessels and/ or any other work sites.

- 10.9.9. In case of HSE violation by Subcontractor's group and its employees, Contractor or anybody who observed the unsafe acts or conditions reserve the right to immediately stop, at the Subcontractor's cost and expenses, the Subcontractor unsafe work until unsafe act/ condition has been rectified satisfactory by the Contractor. Any cost result in delay in operation because such that stops, shall be borne by Subcontractor.

#### **10.10 HSE Costs**

- 10.10.1. CONTRACTOR has right to deduct 10 percent of CONTRACT value regarding SUBCONTRACTOR HSE commitment, and it will be applied to all SUBCONTRACTOR invoices, for this reason a work breakdown will define and submit SUBCONTRACTOR before work commencement.

#### **11. HSE Performance Monitoring**

- 11.1. SUBCONTRACTOR shall monitor its HSE performance via CONTRACTOR approved key performance indicators (KPIs) the results of such monitoring shall be submitted to CONTRACTOR

#### **12. HSE audits**

- 12.1. CONTRACTOR at his sole option and discretion shall have the right to conduct HSE audits and inspections during the performance of SUBCONTRACT WORKS. SUBCONTRACTOR shall grant access to its facilities, people and documents for such inspections and audits. Delay in arrangement or preventing of access for HSE monitoring will be conducted with CONTRACTOR HSE penalties. SUBCONTRACTOR is responsible to rectify or to decline reported unsafe conditions and anomalies at designated time.