



**HOMESAFE ALLIANCE LLC
SAFETY EXHIBIT
REV 001 MATRIX OF CHANGES**

Section Reference	Section Paragraph Reference	Description of Change
10.0 – Drugs, Alcohol and Contraband	10.0	Updated to reflect Drug and Alcohol requirements for the Global Household Goods Contract Program.



**HOMESAFE ALLIANCE LLC
HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL REQUIREMENTS**

1.0 SERVICE PROVIDER HEALTH, SAFETY, SECURITY AND ENVIRONMENTAL REQUIREMENTS

It is the policy of HomeSafe to select, contract with, and/or oversee Service Providers with the same priority and emphasis on Health, Safety, Security and Environment (HSSE) protection as HomeSafe practices for its own employees. It is a subcontract requirement that Service Provider comply with all applicable Laws as well as all HomeSafe and Client health, safety, security, and environmental regulations.

This attachment specifies HomeSafe’s HSSE requirements that may exceed local, industry or country specific standards and Service Provider’s normal HSSE procedures. Service Provider is responsible for reviewing and implementing the HSSE requirements set forth in this exhibit. Service Provider is also responsible for ensuring that all members of Service Provider Group review and implement these HSSE requirements.

2.0 HOMESAFE GLOBAL INCIDENT AND NEAR MANAGEMENT DEFINITIONS

Incident	An Incident is any occurrence, event or series of events that results in a fatality, injury, illness to any person, damage to or loss of property, equipment, material, or the environment.
Near Miss	Any occurrence, but without loss or consequence, that had the potential to cause harm to people, environment, equipment and/or property.
Recordable	A work-related injury or illness that results in death, days away from work, restricted work activity or job transfer, loss of consciousness, or medical treatment beyond first aid, as defined in OSHA CFR 1904.4.
Work Related Incident	An injury or illness is work related if an event or exposure in the work environment either caused or contributed to the resulting condition or significantly aggravated a pre-existing injury or illness, as defined in OSHA CFR 1904.5.
First Aid Case (FAC)	A non-recordable case such as visit to a physician or licensed health care professional solely for observation or counselling; the conduct of diagnostic procedures as defined in OSHA CFR 1904.7 (b) (5) (i) (B); and first aid as defined in OSHA CFR 1904.7 (b) (5) (ii).
Medical Treatment Case (MTC)	The management and care of a patient to combat disease or disorder as defined in OSHA CFR 1904.7 (b) (5). A MTC is a Recordable Case.
Restricted Work Case (RWC)	A recordable injury/illness that upon recommendation from a physician or licensed health care professional results in the employee unable to perform one or more of the routine functions of his or her job or working the full scheduled workday. OSHA CFR 1904.7 (b) (5). A RWC is a Recordable Case.
Lost Time Incident (LTI)	A recordable injury/illness that results in one or more days away from work at the direction of a medical professional. HomeSafe will begin counting days away on the day after the injury occurred or the illness began and each calendar day until released to return to work in some capacity by a medical professional as defined in OSHA 1904.7(b)(3)(ii). An LTI is a Recordable Case.



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Fatality	An incident which causes loss of life. A Fatality is a Recordable Case.
Qualified	One who, by possession of a recognized degree, certificate, or professional standing, or who by extensive knowledge, training, and experience, has successfully demonstrated ability to solve or resolve problems relating to the subject matter.
Competent Person	One who can identify existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them.
Pre-Task Hazard Analysis	A task-specific planning document used to help ensure that every task receives proper HSSE assessment and planning. Also referred to as a Job Safety Analysis (JSA) or Pre-Task Risk Assessment (PTRA) in some locations.
CFR	The Code of Federal Regulations, as published from time to time by the government of the United States of America. When applicable the provisions of the CFR referenced herein will govern Service Provider's performance of its work under the Agreement unless the CFR contradicts the law of the jurisdiction in which the Project is located. In such case, the term "CFR" will refer to the comparable laws and regulations of such jurisdiction; if Service Provider will also comply with the U.S. Code of Federal Regulations referenced in this HSSE Exhibit to the extent it is practicable to do so without violating the laws and regulations of such jurisdiction.
Hazard Observation Reporting Process	A safety observation process involving team members watching employees in action as they perform both day-to-day and mission-critical tasks with a goal to see where workers are performing tasks correctly, where opportunities for safer work practices are identified and communicated.
FMCSA	Federal Motor Carrier Safety Administration: FMCSA may issue one of three safety ratings (Satisfactory, Conditional, Unsatisfactory) after a Rated Investigation (compliance review). Not all investigations result in a safety rating.
DOT	Department of Transportation: The Department of Transportation is responsible for planning and coordinating federal transportation projects. It also sets safety regulations for all major modes of transportation.

3.0 DOCUMENTATION AND REPORTING REQUIREMENTS

- 3.1. Service Provider will forward to HomeSafe a copy of its HSSE Program.
- 3.2. If the transportation scope includes work that is regulated as a hazardous waste or emergency response operation, Service Provider must provide a scope specific HSSE Execution Plan consistent with local, federal and HomeSafe Alliance requirements.
- 3.3. Service Provider is responsible for reporting all incidents related to HomeSafe assigned work scopes. All associated incidents will be reported within 24 hours and tracked within the HomeSafe Health, Safety, and Environmental Reporting System (HSERS).



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- 3.4. Injuries, illnesses, or any incident while service is provided to HomeSafe involving a third party, or a member of the public must be reported to HomeSafe.
- 3.5. Service Provider must immediately inform HomeSafe of any regulatory agency inspections, audits or other actions involving Service Provider's Services related to HomeSafe's scope or work.
- 3.6. Incidents involving potential exposures to hazardous materials and releases, or spills of such materials must be promptly reported to HomeSafe.
- 3.7. Service Provider will provide the most current FMCSA rating. Changes in Service Provider's rating and any change proposed by the FMCSA to Service Provider's rating shall be immediately communicated to HomeSafe.
- 3.8. Updates in regulatory recommendations and requirements will be communicated and implemented as determined by HomeSafe.

4.0 HSSE TRAINING/COMMUNICATION REQUIREMENTS

- 4.1. All Service Provider and tiered Service Provider personnel working on HomeSafe scope must complete health, safety, security, and environmental training required by the Service Provider and as required by local, federal, and applicable Laws. Documentation of all such training will be maintained by Service Provider and provided to HomeSafe upon request. Training shall include basic HSSE requirements applicable to scope specific work to include but not limited to the following: tool and equipment safe use, manual lifting safety, driver training, operator of mobile equipment training, slip/trip/fall safety and pre-task hazard analysis and mitigation training.
- 4.2. Service Provider must provide Front Line Supervisor induction training program to HomeSafe for review prior to mobilization. Supervisor Induction must include the following:
 - Supervisor's safety responsibilities
 - Hazard observation reporting and mitigation
 - Safe practices specific to job tasks
 - Accident investigation
 - Client and local governmental requirements
 - Drug and Alcohol Abuse Awareness Training
 - Pre-Task Hazard Analysis, Stop Work Authority, and Hazard Observation Process
- 4.3. Service Provider must certify that all operators of mobile equipment such as moving trucks and vans, forklifts, cranes, boom lifts, etc., have been certified, trained and/or licensed for the specific piece of equipment consistent with all applicable laws. Training must be conducted for each specific make and model of equipment, based on the manufacturer recommendations. Copies of this training and certification will be maintained by Service Provider and forwarded to HomeSafe upon request.

5.0 BASIC HSSE REQUIREMENTS

The following HSSE rules list HomeSafe's fundamental requirements for Service Provider HSSE. When there are multiple rules that may apply the most stringent HomeSafe, Client, State, Federal and Country HSSE regulations that govern the Services will be followed.

- 5.1. Service Provider will appoint a Project HSSE representative, who will represent the Service Provider in assigned meetings.



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- 5.2. Service Provider must provide and implement health, safety, and environmental processes that ensure compliance with Department of Transportation Safety Requirements and the Federal Motor Carrier Safety Administration safety practices. Service Provider will demonstrate compliance with the following:
- Vehicle and transportation equipment maintenance
 - Identification and intervention on unsafe driving behaviors
 - Hazardous Materials handling
 - Emergency/accident reporting
- 5.3. Where applicable, Service Provider shall comply with all Federal OSHA standards.

6.0 CERTIFICATION, INSPECTIONS, AND REGULATORY AGENCY PERMITS

- 6.1. Certain transportation relocation operations may require a client or facility specific work permit. Such activities may include but are not limited to electrical hot work, confined space, gas disconnections, etc. Service Provider will verify whether any parts of Service Provider's Services require a client or facility work permit.
- 6.2. Where applicable a Qualified Person approved by HomeSafe will make a thorough annual inspection of all cranes and powered hoisting equipment. Cranes assembled on Project will receive an annual inspection prior to being put into service. Documentation of all cranes and lifting equipment inspections will be provided to HomeSafe and must be maintained by Service Provider.
- 6.3. Department of Transportation (DOT) requirements and regulations including FMCSA requirements and regulations must be adhered to for all transportation work scopes. Where applicable, non-US and local rules and regulations shall be adhered to.

7.0 HSSE AUDITS AND INSPECTIONS

HomeSafe will conduct periodic HSSE audits and inspections of the Project. Any HSSE discrepancy observed will be reported to Service Provider's representative for immediate correction.

These HSSE audits and inspections do not relieve Service Provider of their responsibility to self-inspect their work and equipment and to conduct their work in a safe and environmentally compliant manner.

8.0 PLANNING AND OBSERVATION PROCESSES

To achieve HomeSafe's goal of Zero Harm, the following and/or equivalent processes will be implemented by Service Provider.

- Pre-Task Hazard Analysis for all non-routine tasks as determined by the Service Provider.
- HomeSafe approved employee hazard observation and reporting process.

9.0 INCIDENT INVESTIGATION

A formal Incident investigation must be conducted when an Incident occurs, including non-injury Incidents, first-aid type Incidents, and environmental releases or spills. Initial Incident reports for all



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Service Provider Incidents, injuries, and work-related illnesses occurring on HomeSafe scope of work, will be forwarded to HomeSafe within 24 hours of occurrence for Medical and High Potential incidents, final investigation reports with a detailed Root Cause Analysis process are required to be submitted to HomeSafe within 7 days of occurrence.

10.0 DRUGS, ALCOHOL, AND CONTRABAND

~~Service Provider will implement a Drug, Alcohol, and Contraband Policy, consistent with work scope and regulatory agency requirements. Requirements, including post Incident testing, which meets the requirements of HomeSafe's policy. Key elements of HomeSafe's policy, except where prohibited and/or superseded by Law, are:~~

- ~~• Pre-employment/Pre-assignment testing current to within six months prior to initial assignment to work on any Project.~~
- ~~• Post Incident testing of any worker involved in a Project-related Incident that results, or could have resulted, in
 - ~~• injury to any person requiring medical treatment beyond first aid,~~
 - ~~• Any type of medical attention given by a third-party medical services provider (hospital, clinic, doctor, etc.);~~
 - ~~• a motor vehicle incident, or~~
 - ~~• Property damage.~~Post Incident testing must be conducted as soon as possible after the Incident occurs.~~
- ~~• Reasonable suspicion testing upon reasonable suspicion by HomeSafe or Service Provider management that a worker is under the influence of a prohibited substance. In such cases, worker(s) will be immediately removed from the Project and surrender their Project-related identification badges, keys, and all other property of HomeSafe or its Client. Personnel so removed may only be permitted to return with a negative test result and written permission of HomeSafe.~~
- ~~• Periodic random or unannounced testing for workers randomly selected or chosen by job classification or work project. The percentage of the workforce, or the number of workers, selected for testing will be specified on a project specific basis and stated in the submitted HSSE Execution Plan.~~

~~In lieu of the above provisions, DOT regulated contractors will comply with applicable requirements under DOT regulations.~~

~~HomeSafe will have the right to review Service Provider's Drug, Alcohol, and Contraband Policy and to audit the Service Provider's implementation of their program for scope performed under this Agreement.~~

~~Service Provider will comply with all applicable local alcohol and drug related laws and regulations.~~

Service Provider shall ensure all employees and lower-tier subcontractors are free from possession of and not under the influence of drugs or alcohol while in a customer's residence or handling a customer's personal property. If a member of Service Provider Group is removed from or denied access to any job site due to actual or under a reasonable suspicion of drugs or alcohol, Service Provider is responsible and assumes all Liability for immediately and safely removing the impaired person and the person's vehicle from such Site.



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Service Provider shall comply with all applicable Laws in the adoption, implementation and enforcement of its own substance abuse policy.

11.0 MEDICAL AND EXPOSURE MONITORING

If Service Provider is involved with operations, such as those involving hazardous waste, asbestos or lead abatement, certain carcinogenic compounds, etc., Service Provider will describe their medical and exposure monitoring procedures and their proposed compliance methods in their HSSE Execution Plan.

Personnel involved in these operations will have met, prior to any work activity or exposure, the medical requirements of applicable regulations or standards, including, but not limited to, a baseline medical exam and periodic update exams, as required.

Service Provider will ensure that a comprehensive communicable disease prevention and control program is in place for all associated HomeSafe activities. The details of this program are to be outlined in the submitted HSSE Execution Plan.

12.0 IMMINENT DANGER SITUATIONS

Upon discovery of any situation that may, in the opinion of HomeSafe, reasonably be expected to cause physical harm, illness, death, or significant environmental damage, Service Provider representative will suspend the related Services immediately. Services may resume only after the HSSE concern(s) have been corrected, to the satisfaction of HomeSafe.