



Contractor and Sub-contractor Safety Agreement

The criteria listed herein cover the requirements for safety work procedures and safety rule compliance by contractors and sub-contractors of Green Mountain Power Corporation (GMP). All contractors and sub-contractors shall conform to these rules while working for GMP. Some safety requirements will exceed the OSHA minimum requirements and will take precedence over OSHA standards. If the safety rules of the contractor or sub-contractor exceed the requirements of GMP, those rules will take precedence.

Green Mountain Power Corporation requires all contractors or sub-contractors to comply with the requirements of the Drug – Free Workplace Act of 1988. Employees of contractors or sub-contractors are expected to report to work in an appropriate mental and physical condition for work. Use of controlled substances during the work shift or on GMP property is prohibited.

All GMP offices and other facilities are designated “No Smoking Areas.”

All required personal protective equipment will be supplied by the respective contractor or sub-contractor including: safety glasses (clear and dark), hardhat with detachable arc shield, class 2 rubber gloves and sleeves, high visibility vests, leather work gloves, rain gear, all climbing equipment, all winter clothing, protective-toe footwear, FR-rated clothing, hearing protection, and respirators.

Contractor/Company Name below:

Accident Reporting Any and all accidents (person injury and property damage) involving a contractor or sub-contractor employees must be reported to the Safety Department Representative. Serious accident (ambulance, emergency room, lost work days, or any electrical contact) require immediate telephone notification. Copies of all Workers Compensation First Report of Injury or Property Damage Report Forms will be forwarded to the Safety/HR Department.

Chemicals Material Safety Data Sheets shall be forwarded to GMP for review and approval before products such as solvents or paints are brought on site. All products approved for use will be properly labeled and stored according to OSHA's Hazard Communication Standard 1910.1200. The contractor or sub-contractor will be responsible for all spill clean-ups or other emergency procedures associated with their products. The contractor/sub-contractor must remove all unused products from GMP Company property at the conclusion of the job.

Clothing: Clothing that complies with OSHA 1910.269(1)(6)(iii) is required whenever employees are exposed to arc or flame. This includes but is not limited to the use of welding equipment or torches, all work on energized lines and equipment (including secondary conductors), switching, opening and closing cutouts and UG work including opening transformer cabinets. Fire Resistant (FR) clothing is required in high arc hazard areas such as when working in close proximity to energized parts.

Confined/Enclosed Spaces All work that can be considered confined space work must be discussed with the GMP Safety Department representative or Department Head before commencing any work. The contractor or sub-contractor will be responsible for providing their own atmospheric test equipment for all confined/enclosed space work.

All employees expected to enter a confined space or serve as a confined space attendant must be trained in the hazards of the confined space. Copies of permits shall be supplied to GMP where applicable.

Eyeglasses: Safety glasses must conform to the latest ANSI Z87.1 Standard and must be worn for all work activities other than paperwork (away from the work area) and transportation to and from the job site.

Excavations All excavations shall be in compliance with OSHA Construction Standard CFR 1926.652. No person is allowed in an excavation (including auger holes) greater than 5 feet unless it is adequately shored or sloped. Ladders shall be used to enter excavations greater than 4 feet.

Fall Protection	<p>Fall protection will be provided following applicable OSHA standards and will include the use of a fall protection device (i.e. Buckingham Buck-Squeeze) for climbing poles and structures where possible and full body harnesses and shock absorber lanyards for work from aerial buckets or in some applications on steel structures. The intent of any fall protection equipment or system shall be to ensure 100% fall protection for all exposed employees from any point higher than 4 feet above ground level.</p>
Footwear	<p>Employees of contractors or sub-contractors performing field operations of any kind are required to wear over the ankle footwear with toe protection that complies with ANSI Z41-1991. This includes all Transmission/Distribution, Maintenance, and Warehouse functions.</p>
GFCI	<p>All electrical tools, lights and extension cords used outside or in a damp, location must be of the low voltage type or GFCI protected. Power supplied at 120 volts from within a substation shall not extend outside the ground grid of the substation</p>
Hard Hats:	<p>Workers will wear approved hard hats while on the work site. Inspections shall be made before each day's use. Damage hardhats shall be replaced. Stickers may not be used if the inspection is obstructed. Hardhats shall be worn with the brim facing forward.</p>
Hearing Protection	<p>Workers shall wear hearing protection while operating a rotary or jackhammer, chain saw, and any other equipment with high noise level. Hearing protection is required in power plants and during any work procedure where noise level is greater than 85 db for a TWA of 8 hours.</p>
Ladders	<p>The use of any ladder will conform to all applicable OSHA regulations.</p> <p>Ladders shall be installed to prevent slipping that may include lashing or some other means to secure in place.</p> <p>Portable ladders shall have nonconductive side rails if they are used where the employee or the ladder could contact exposed energized parts.</p> <p>When a portable ladder is used to access another work area (i.e., ladder to structural steel in a substation or to a crane catwalk), it shall extend at least 3 feet above the transition surface.</p> <p>Where a ladder can be lashed to prevent falling it shall be, and work positioning fall protection equipment shall be used.</p> <p>Fall protection is not required when working from a free standing step ladder, provided that the worker is not standing higher than two steps from the top, not sitting on the top of the ladder (as prohibited by OSHA regulations).</p>

Fall protection is not required when working from a portable ladder if the ladder is against a flat wall for the purpose of working on that wall area (i.e., extension ladder placed against a wall for painting or access to repair a light fixture). Workers must be cautioned against leaning or over reaching from either side of the ladder. Workers should maintain a 3 point contact at all times when ascending and descending a ladder.

Life Jackets

While working where there is the potential for falling into a river, lake, headwater, etc., a USCG approved life jacket will be worn and properly fastened. In some cases where a fall potential also exists, suitable fall protection will be provided and worn in addition to the life jackets.

Lockout/Tagout

Contractors and sub-contractors will comply with applicable OSHA regulations concerning Lockout/Tagout for low voltage electrical circuits, and for mechanical, hydraulic or pneumatic powered systems. Contractors and sub-contractors may be responsible for providing their own Lockout/Tagout devices and shall contact the department head for specific procedures prior to de-energizing equipment.

When the work involves protection or clearance on high voltage lines or equipment (above 600 volts) the specific work practices will be discussed with the GMP Project Representative prior to beginning work. Switching and Tagging in accordance with 29 CFR 1910.269 (m) will be done by qualified GMP employees only.

Respiratory Protection

Proper and adequate respiratory protection will be used while working in any environment with hazardous atmospheres. Medical suitability to wear a respirator must be provided to GMP for each employee expected to use respiratory protection during the project before commencing any work. Employees required to wear a respiratory protection must be clean shaven.

Roofing Work

Fall protection for roofing work will comply with all the conditions of OSHA 1926.500(g).

For all work in or around the roof edge area (area between warning line and roof edge) where employees are not protected by a suitable railing and the fall potential exceeds four (4) feet, Personal fall protection will be used. The use of a safety monitor will not be considered as a suitable alternative to personal fall protection.

Scaffolding

All scaffolding/staging will conform to OSHA design specifications as listed in the General Industry Standards (1926.451).

Requirements include but are not limited to the following: guardrails, toe boards, proper footing, proper planking, and safe access.

Substations Before beginning work in any GMP substation that is, or could become, in service, the contractor/sub-contractor shall arrange with the Company for a GMP representative to be on site during the work.

ELECTRICAL WORK

Qualified Employees All Contractors with employees working for Green Mountain Power Corporation on or near energized lines or equipment (i.e., transmission and distribution lines, substations, generation equipment, switchboards, etc.) shall have a full understanding of the operations and construction of the equipment and apparatus for which they will be working and shall comply with the training requirements of OSHA 1910.269(a)(2), which states that qualified employees shall be trained and competent in:

- a. The skills and techniques necessary to distinguish exposed live parts from other parts of the electric equipment.
- b. The skills and techniques necessary to determine the nominal voltage of exposed live parts.
- c. The minimum approach distances specified in 29CFR Part 1910.269 corresponding to the voltages to which the qualified employees will be exposed, and
- d. The proper use of the special precautionary techniques, personal protective equipment, insulating and shielding materials, and insulated tools for working on or near exposed live parts of electric equipment.

The contractor shall certify employee training by completing the attached *Contractor Employee Qualification* form and returning it to a Green Mountain Power Corporation designated agent prior to commencing work. This requirement is for individual employees assigned to work in electrical related areas including: tree trimming, substation work, overhead line work, URD work etc. By signing this agreement, the contractor also certifies that each section of 29 CFR 1910.269 is understood and shall be followed by their employees, including but not limited to: conducting job briefings, enclosed space work, stringing new wire, live line work, de-energizing lines and equipment, equipotential grounding, etc. This certification shall include each employee's name and job title and dates of all pertinent training.

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Work procedures not specifically covered by these criteria must be discussed before beginning work with the GMP Supervisor or designated Safety Coordinator.

Green Mountain Power Corporation reserves the right to review jobs and enforce the criteria set forth in this document throughout the progress of any job. Contractors with employees or sub-contractors that fail to comply with these established requirements will be removed from the project and GMP Authorized Contractor Bid List for a period of not less than one year.

I certify that I have read and understand the Contractor Safety Agreement. All work performed will be in compliance with all applicable OSHA Regulations and all Green Mountain Power Corporation's Safety Requirements. I agree to and have advised my on-site lead worker or supervisor to enforce strict adherence to the stated Regulations and Requirements.

Project Representative

Green Mountain Power Corporation

Company

Title

Executive/Owner/Manager

Date

Date