



Seek **Together**™



# Global EH&S Expectations for Labor Suppliers

**Dow is committed to and expects this same commitment from all labor service providers:**

- Protecting people and the environment will be a part of everything we do and every decision we make, including protecting the safety and health of all labor service provider personnel working at Dow locations or on Dow's behalf
- Compliance with legal requirements, Dow standards and requirements and contractual agreements
- Inclusion of labor service providers in our programs as appropriate and allowed by local regulations, as well as in our internal and external safety metrics and goals

## **Expectations for prospective labor service providers performing work at a Dow location**

All current and potential labor suppliers (Managed Projects Contractors, Managed Services Contractors, and Staff Augmentation Providers) who will provide labor at a Dow location, will:

**1**

### **Be pre-qualified to work at a Dow location by submitting information regarding the labor service provider's:**

(Pre-qualification and approval will be based on an evaluation of the submitted information as well as past performance and risk of the labor supplier)

- Historical safety performance
- Written Environmental, Health and Safety (EH&S) programs
- EH&S and craft training and/or certifications
- Proof of compliance with applicable regulations associated with the work to be performed
- Substance abuse policy (unless not allowed by local regulations)
- Signed confidentiality statements, insurance certificates and other legal documentation required in the relevant location(s) of work





2

Follow location specific procedures for managing labor service providers, including conditional approval of labor service providers based on exception

3

**Prior to any work at a Dow location, labor service providers will be provided pre-job information (pre-job activities, job packets, orientation materials, etc.) initially and periodically as determined by the location and/or facility where the work is to be performed, including:**

- Hazards related to the work, process and/or area where the work will be performed
- Dow location entry procedures, on-location registration and personnel accountability procedures while on location
- Provisions of the location and/or facility emergency response plans and procedures relevant to the labor service provider
- Location and/or facility specific rules, requirements and Personal Protective Equipment expectations
- Dow's Safe Work Permitting process to include when, where and how to obtain Safe Work Permits, Dow's Isolation of Energy Sources process and other Life Critical Standards and EH&S Standards as applicable to the work that will be performed

4

**The EH&S performance of labor service providers will be monitored during all work performed at a Dow location, to include, but not limited to:**

- Reporting of unplanned events, unsafe conditions, unsafe actions and near misses while at the location
- Investigation of unplanned events
- Participation in emergency drills
- Compliance with legal requirements and regulations, and Dow standards, rules and requirements, including location and/or facility rules and requirements
- Reporting of injuries and illnesses per Dow's Injury and Illness Reporting Standard
- Periodic evaluation of labor service providers EH&S performance, including audits, assessments and management system reviews



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