



Environmental, Health, and Safety

**MINIMUM PERFORMANCE
REQUIREMENTS**

For Contractors of All Tiers

Revision 3

December 2019

INTEL CONFIDENTIAL

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1. DEFINITIONS

“**Contractor**” means any general contractor, design builder, construction manager, subcontractor, or supplier (of any tier) providing services or materials for any Intel construction project.

“**Corrective Action Plan**” or “**CAP**” means a written plan describing how the Contractor will corrective defective performance.

“**EHS**” means environmental, health, and safety.

“**EHS Plan**” means the Contractor’s plan to comply with its EHS, safety, and related requirements.

“**Hazardous Materials**” means any dangerous goods, chemicals, contaminants, substances, pollutants, or other materials that are defined as hazardous by applicable law, ordinance, code, rule, regulation, or standard.

“**MPR**” means this Environmental, Health, and Safety Minimum Performance Requirements for Contractors of All Tiers.

2. OBJECTIVES

- 2.1. Injury Free.** To ensure that the Contractor constructs projects in a manner that results in injury free, incident free, no adverse environmental impacts (collectively “Injury Free”) and no impacts to production in an operating factory/facility.
- 2.2. EHS Plan.** To clearly state the Contractor’s obligation to develop an EHS Plan and ensure its elements are implemented completely on the job site for the Contractor’s scope.
- 2.3. Standardization and Learning.** To ensure that all of Intel’s projects utilize consistent EHS standards and leverage established best-known-methods from past Intel projects.

3. SCOPE

- 3.1. Applicability.** These requirements apply to all Contractors, Subcontractors, and Suppliers who provide services or materials for construction to Intel’s projects worldwide.
- 3.2. Amendment.** The EHS performance requirements set forth in this MPR may be amended and/or supplemented by worksite or project specific provisions. Worksite or project specific provisions will be considered an addendum to this MPR.
- 3.3. EHS Plan.** The requirements of this MPR together with the other documents outlined in the underlying contract documentation and exhibits set forth the minimum contents of the Contractor’s EHS Plan; however, they do not comprehend all EHS requirements applicable

to the Contractor's work. The Contractor must also comprehend all applicable international, national, state, province, county, municipal, or local laws or regulations as well as industry practices applicable to the Contractor's work in its EHS Plan.

- 3.4. **Alternative Requirements.** If Intel, in its sole and absolute discretion, gives written authorization to do so, the Contractor may submit for Intel's approval an EHS Plan that incorporates the requirements of Intel CEHS Addendum, Site Incident Prevention Plan (Site Specific), and any other content the Contractor deems appropriate. The Contractor will submit the EHS Plan in accordance with this MPR. If Intel EHS accepts the plan, the Contractor will comply with both that plan and Intel CEHS Addendum in lieu of the requirements set forth in article 5 of this MPR.

4. SUBMITTAL PROCESS

- 4.1. **Corporate EHS Plan.** The Contractor will submit its corporate EHS Plan with its proposal.
- 4.2. **Project Specific EHS Plan.** The Contractor will submit a project specific EHS Plan to address each of the EHS components identified in this MPR for the known scope with its initial proposal. The Contractor will submit its final project specific EHS Plan to Intel within 21 days of contract award but prior to any Contractor pre-bid activities or requests for proposal being issued for this scope, including equipment purchasing that requires vendor support. This is to ensure that all elements within the agreed upon program are included prior to awarding scope. The Contractor will revise its EHS Plan based on Intel's comments prior to its contract being signed. Once accepted by Intel, the Contractor will execute the accepted EHS Plan and will not change any of its provisions without advance notice and agreement with Intel.
- 4.3. **Project Readiness Review.** Prior to the commencement of Contractor's work, Intel and the Contractor will coordinate and conduct a "Project Readiness Review" to ensure that all EHS programs and elements are in place prior to commencing the Contractor's work. Deficiencies must be rectified (or an acceptable plan put in place) prior to commencing the Contractor's work.

5. REQUIRED EHS PLAN CONTENT

- 5.1. **EHS Staffing.** The EHS Plan must address staffing of the EHS function, which will include, at a minimum, the following:
 - 5.1.1. For general contractors and construction managers, one onsite "EHS Manager" and one "Field EHS Professional" for up to 300 trade headcount. In addition, one Field EHS Professional for every additional 300 trade headcount. The EHS Manager must hold a safety engineering or equivalent qualification and have a minimum of five years' experience in construction safety and three years of management experience.
 - 5.1.2. For trade contractors, when the Contractor's trade headcount reaches 20, engage one on-site, full time "Professional EHS Manager". This person may not hold other duties. The Professional EHS Manager must hold a safety engineering or equivalent qualification and have a minimum of five years' experience in construction safety and three years of management experience. Trade headcount below 20 may utilize a worker as the safety representative.
- 5.2. **Employee Site Access and Orientation.** The EHS Plan must address the following elements:
 - 5.2.1. All projects must provide the New Contractor Orientation ("NCO") safety training. The NCO contents will be mutually agreed to between Intel and the Contractor. The NCO will provide information regarding all applicable laws and regulatory requirements. Intel will provide any facility specific information that is required.
 - 5.2.2. The Contractor will ensure its personnel attend the defined project NCO and prohibit access to the worksite prior to completion of the NCO.
 - 5.2.3. The Contractor employees not assigned to an Intel project within the last 12 months must attend a repeat NCO.

- 5.2.4. Intel and the general contractor or construction manager will agree on a badge/worker identification process to ensure positive worker identification on “greenfield” projects. For projects on existing sites, Intel security badge process will be utilized.
- 5.3. Injury Free Construction Culture.** The Contractor’s EHS Plan must identify the strategy to perform its work injury free and without incidents. The plan must contain the following components or equivalent:
- 5.3.1. Training as it relates to the establishment of a culture without injuries and incidents as the core content. The plan must identify what level of personnel attendance is required, for example management through craft.
 - 5.3.2. The creation of a Contractor sponsored and run senior management level meeting (“Safety Leadership Team”) which establishes strategic planning for the project that will maintain the established culture. This team will meet at least monthly for the duration of the project.
 - 5.3.3. The creation of feedback forums that provide a measurable format for worker feedback to management from the workforce. The plan must include provisions for corrective actions to be taken resulting from the feedback.
 - 5.3.4. To arrange and participate in periodic craft appreciation activities which promote and advance the culture. The plan must contain type and frequency of activities based upon job scope and duration and is agreed with Intel at the start of the project.
- 5.4. EHS Training.** The EHS Plan must identify fatality prevention training needs and other EHS training requirements and state how training will be delivered. Minimum requirements will include:
- 5.4.1. Documentation of all hazard specific EHS training requirements by job classification before work commences.
 - 5.4.2. Provisions of all national, state/province, local and/or site required EHS training prior to an employee performing that type of work on site.
 - 5.4.3. Provisions of training materials and records to be reviewed by Intel, upon request.
 - 5.4.4. A visual indicator displayed by the workforce of specific training received (i.e. badge, stickers, etc.).
- 5.5. Safety Meetings and Forums.** In addition to safety meetings that are part of the Contractor's Injury Free plan, the EHS Plan must identify safety meetings and forums for personnel that are required to attend that will include at a minimum:
- 5.5.1. Weekly foreman and superintendent safety meetings to share safety information like lessons learned from incidents, safety indicators, job site changes, and related information.
 - 5.5.2. Once a week safety meetings at the worksite conducted by the foreman or designee (also known as “tool box meetings”). Attendance is mandatory for all persons performing work on the project.
- 5.6. Buddy Program Component.** The EHS Plan must describe how the Contractor will implement a “Buddy Program” that at a minimum:
- 5.6.1. Familiarizes field personnel with fieldwork procedures and safety requirements.

- 5.6.2. Assigns a buddy to craft employees new to an Intel project (those employees conducting fieldwork) during the first two weeks of employment.
- 5.7. Contractor Pre-Qualification.** The EHS Plan must comprehend the following when considering potential Subcontractors and those Suppliers who perform work or provide services on Intel's property and identify the process by which these requirements will be executed:
- 5.7.1. By ensuring each proposed subcontractor and each supplier who performs work or provides services on Intel's property has above average EHS performance statistics. Specifically: EMR Ratings of 1.0 or lower for the last three years (unless exempted in site addendum). Lagging indicators include: (a) Recordable Rate \leq 4.0; (b) Days Away Case Rate \leq 0.8; and (c) Zero fatalities in last 12 months.
 - 5.7.2. Contractors and Subcontractors bidding and performing work on Intel projects are required to enroll in the Contractor Safety Assessment Program (CSAP) administered by Construct Secure Inc. To enroll in CSAP, log onto the application at: <http://www.constructsecure.com/intel> and create an account and enter the required safety information.
 - 5.7.3. Contractors and Subcontractors that DO NOT perform construction work/labor activities in the field or have contracts of minimal value must obtain approval from Intel EHS if they do not wish to enroll in the CSAP.
 - 5.7.4. Contractors, Subcontractors, and those Suppliers who perform work or provide services on Intel's property bidding on a scope of work valued at < \$100,000 do not need to enroll in CSAP prior to bid but must comply with subsection 5.7.1 above. NOTE: When a Contractor has been assigned work it must enroll in CSAP if it performs construction work/labor activities in the field regardless of cost of scope.
 - 5.7.5. The Contractor can demonstrate its EHS policy with visible commitment to zero injuries, incidents, and illnesses by actively participating in the EHS program. The EHS Plan will include a description of how the Contractor will communicate its EHS commitment and its expected level of involvement in the EHS process.
 - 5.7.6. Ensuring that any exceptions to the lagging indicators in subsection 5.7.1 above require the Subcontractors to prepare a written Corrective Action Plan, which must be accepted by the Contractor and/or Intel, at Intel's discretion.
 - 5.7.7. Ensuring that CAPs are comprehended as part of the subject Contractors, Subcontractors, or those Suppliers who perform work or provide services on Intel's property bid proposals such that the additional requirements are included in the bids.
 - 5.7.8. Ensuring that the Contractor who fails to maintain an acceptable EHS performance record on the project is required to develop and execute a CAP demonstrating how it will improve its record.
 - 5.7.9. Identifying the method by which these requirements will be tracked and how they will be communicated to Intel on a regular basis in compliance with the reporting requirements of its contract.
- 5.8. Pre-Bid and Construction Meetings.** The EHS Plan must comprehend the following when engaging in the competitive bid and contract award process. This section also applies to Contractors who engage Subcontractors:

- 5.8.1. At pre-bid conferences, the Contractor will present an overview of Intel based EHS contract requirements and expectations.
- 5.8.2. At pre-construction conferences, the Contractor will review project specific EHS requirements and work scope challenges. The Contractor bids will include any site specific requirements presented in the pre-bid conference.
- 5.9. **Design and Constructability.** The EHS Plan must provide a process for the evaluation of safe construction in design including:
 - 5.9.1. The process of evaluating the design and determining how the design will affect constructability.
 - 5.9.2. The Contractor will identify constructability and maintainability design issues that could increase the potential for injury due to construction sequencing and/or design.
- 5.10. **Disciplinary Action.** The EHS Plan must contain a disciplinary action process which will ensure workers' compliance with the EHS Plan. Minimum requirements include:
 - 5.10.1. A progressive disciplinary action plan which contains the appropriate corrective actions for workers who violate EHS requirements.
 - 5.10.2. A comprehensive list of "zero tolerance" acts or omissions that constitute grounds for immediate removal. The process must also contain appropriate guidelines that address durations for personnel banned from site for these violations. At a minimum, zero tolerance items will include any violations of fatality prevention programs such as Fall Protection, Control of Hazardous Energies (lockout/tagout), Energized Electrical Contractor's work ("EEW"), Confined Space Entry, Trenching/Excavation, Cranes/Rigging/Hoisting, Fire Prevention/Protection, and Special Equipment.
 - 5.10.3. The communication process that ensures all personnel understand the expectations of the plan.
 - 5.10.4. The failure to report incidents will also be included as a zero tolerance item. The item will contain two components:
 - (1) Tinitial component will address individual worker's failure to report and be executed according to the plan required in subsection 5.10.1 above.
 - (2) The second component will address failure to report an incident by the company management with management defined as foreman through upper management.
 - 5.10.5. The discovery of an unreported incident will be addressed through the Contractor Corrective Action Request process which contains the steps to improve the Contractor's safety.
- 5.11. **Task Planning.** The EHS Plan must describe how the Contractor will implement a job hazard analysis/method statement program and pre task planning that comprehends the risks associated with the work of all tiers of the Contractor and include, at a minimum, the following:
 - 5.11.1. Job Hazard Analysis ("JHA")/Method Statement ("MS") - Conduct JHA's/MS for all construction activities that are identified as high/med risk by the Contractor prior to the commencement of the Contractor's work. Intel retains the right to

require hazard specific JHA/MSs based upon the scope of work. At a minimum, the JHA/MS will consist of the following:

- (1) JHAs/MS must be reviewed and approved by the Contractor and subcontractor.
- (2) JHA/MS must be conducted and reviewed before the Contractor's work commences.
- (3) The JHA/MS must be written and reviewed by the crews conducting Pre Task Plans ("PTP").
- (4) JHA/MS must detail any actions to reduce or eliminate risks.
- (5) The sharing of databases provided by Intel must be utilized for development of the JHA/MS to help deter repeat mistakes on the project. These will also be referenced in response to incidents that occur to identify prior corrective actions that may be applicable to said incident.
- (6) The completed JHA/MS must be documented and made available to Intel upon request.

5.11.2. Pre Task Planning ("PTP")/Safe Plan of Action ("SPA") – The EHS Plan must detail the process that the Contractor will use to manage PTP/SPA, including training, auditing, document retention, and ongoing quality control. The PTP/SPA process will comply with the following minimum requirements:

- (1) Be conducted by the foreman or craft lead designated by the foreman, provided however, that the foreman reviews all PTP/SPA to ensure that they are appropriate, complete, and accurate for the subject task(s).
- (2) Be documented in writing.
- (3) Be conducted for every job at least weekly. PTP/SPA must be reviewed and revised whenever work conditions, new hazards arise or crew membership experience change.
- (4) All crew members must participate at the job location in PTP/SPA and will sign the completed plan.
- (5) Include hazards and precautions identified in applicable JHA/MS.
- (6) Readily available at the worksite (posted and/or placed where crew members have knowledge of its location).
- (7) Made available in a local language that the workforce can understand.
- (8) The Contractor will present the PTP/SPA form it will use on the project for Intel's approval prior to the Contractor's work beginning.

5.12. Contractor's work Coordination and Site Incident Prevention Plans (SIPP) Program

5.12.1. For projects where Intel has a SIPP in place, the EHS Plan must describe the resources and methods to be used in its implementation. Note: Some Intel sites are moving to an alternate work coordination program in lieu of a SIPP. For these sites the Contractors will use the alternate program.

5.12.2. For "greenfield" sites where an Intel SIPP does not exist, the Contractor's safety plan will outline a permit-to-work program to ensure there is trade/work coordination to prevent incidents/injuries from occurring.

5.13. EHS Information Management

5.13.1. The Contractor will keep and maintain leading and lagging indicator data for itself and for each subcontractor (of all tiers). The EHS Plan will describe how the Contractor will input EHS Plan data into Intel's designated information system (ConstructSecure). The data will be managed and maintained in compliance with the following injury and incident information requirements:

- (1) Injury/incident preliminary information must be entered within 24 hours of the injury/incident. This includes near misses and all injuries regardless of severity.
- (2) Injury/incident full details (including root cause and corrective action) must be entered within five working days of the injury/incident. Intel may extend this time period if necessary.
- (3) All injuries will be classified in accordance with the United States Department of Labor Occupational Health and Safety Administration (OSHA) 29 Code of Federal Regulations 1910.104 record keeping requirements.
- (4) For the Contractor and Subcontractors, headcount and person hour reporting: the Contractor's headcount and hours (including headcount and hours for all Subcontractors, and Suppliers of every tier who perform work on the worksite) will be reported each week (on a date established by the project Team). The Contractor may track and provide this data using any tool or system that Intel approves.

5.14. Leading Indicators. The Contractor will implement a leading indicator program that measures the following at a minimum:

- 5.14.1. Safe behavior observation program for each subcontractor.
- 5.14.2. PTP quality.
- 5.14.3. Equipment inspection records (i.e. fall protection, electrical inspections).
- 5.14.4. Field audits/inspection findings logs and follow up records.

5.15. Audits and Inspections. The EHS Plan must include, at a minimum, the following core audit and inspection activities:

- 5.15.1. Compliance Audits. At a minimum, quarterly compliance audits must be performed to ensure compliance with the EHS Plan and applicable regulations. Note: regulations may require more frequent audits. It is the responsibility of the Contractor to require the subcontractor to conduct similar audits, as appropriate.
- 5.15.2. Audits by Management. The EHS Plan must address a plan to engage management in weekly worksite EHS evaluations (for example, Safety Management by Walking Around ("SMBWA")). The process must be well defined and address training and tracking elements. Results will be reviewed in safety leadership team or equivalent meetings on a weekly basis.
- 5.15.3. Records of audit reports, findings, and corrective actions must be submitted weekly to Intel and retained through project close out.

5.16. Incident Reporting and Investigation. The EHS Plan must describe how the Contractor will investigate and report safety incidents, including the following minimum requirements:

- 5.16.1. Reporting. Report all incidents to Intel's point of contact in accordance with the time line below: (1) near miss - 24 hours; (2) first aid injuries - 24 hours; (3) injury requiring medical treatment beyond first aid - one hour from occurrence; (4) injury which might results in days away from work - one hour from occurrence; (5) environmental releases - one hour of their occurrence; and (6) fatality - upon occurrence.
 - 5.16.2. The Contractor will submit to Intel a weekly incident summary in addition to investigation requirements noted in this MPR. Intel may use these records (minus personal information) to develop incident communications for distribution within other Intel projects.
 - 5.16.3. Maintain incident records throughout the duration of the project and transfer these records to Intel at final completion of the project.
 - 5.16.4. Investigating. Identification of all incident causal factors (root and contributing causes) using pre-approved investigative means: (1) identification and documentation of all corrective actions; (2) documentation of closure of all identified corrective actions; and (3) investigation and review of incident will be completed within 48 hours of incident occurrence. Intel must receive the incident review report for each incident. For recordable injuries and above, Intel will be present in the investigation. Intel may choose to also participate in near-miss investigations.
- 5.17. Quality of Life and Workplace Health Requirements.** The EHS Plan must address the Contractor's provision and management of health facilities including, at a minimum, the following:
- 5.17.1. Provision for adequate rest rooms and hand wash facilities in close proximity to the work space.
 - 5.17.2. Provision for adequate potable drinking water accessible during work activities.
 - 5.17.3. Provision for adequate lunch and break quarters that provide shelter from the heat/cold and are sufficiently isolated from construction areas so that Personal Protection Equipment ("PPE") need not be worn during lunch and other breaks, and adequate seating is available so as not to require personnel to stand during breaks or meal times.
- 5.18. Medical Coverage and Case Management.** The EHS Plan must describe medical services and include a "case management and return to work program" that is designed to return personnel safely and efficiently back to their positions following an occupational and/or non-occupational injury or illness. The medical and case management program will include:
- 5.18.1. On-site medical support for the project's established work hours including nights and weekends.
 - 5.18.2. Coverage for accompaniment of personnel to clinic/doctor (both on and off site).
 - 5.18.3. Medical provisions for physician/clinic for immediate evaluation, treatment and follow up visit(s).
 - 5.18.4. Management of restricted work activities in coordination with the investigation and follow up to address potential, but unsubstantiated, claims and injuries.
- 5.19. Hazardous Materials.** The EHS Plan must describe the Contractor's handling of Hazardous Materials and will include the following at a minimum:

- 5.19.1. Development of a list identifying all Hazardous Materials to be used on the project.
- 5.19.2. The Contractor will develop a program to ensure that all chemicals/hazardous materials are reviewed, tracked and managed at the worksite. This will include screening to ensure none of the following are brought onto the worksite: (1) asbestos or asbestos containing construction materials, including, but not limited to, asbestos containing insulation, ceiling tiles, floor tiles, cement, adhesives and fire prevention materials; (2) polychlorinated biphenyls (“PCBs”), including, but not limited to PCB containing transformers, light ballast’s, and heat transfer fluids; (3) Class I or Class II ozone depleting substances as defined by 40 CFR § 82, Appendix A and Appendix B to Subpart A; (4) glass fiber reinforced plastic (“FRP”) that contains antimony trioxide; (5) Carcinogens as identified by: United States, National Toxicology Program (NTP), “Annual Report on Carcinogens” (latest edition), International Agency for Research on Cancer (IARC) Monographs (latest edition), or Title 29, Code of Federal Regulation, Part 1910, Subpart Z, Toxic and Hazardous Substances, U.S. Occupational Safety and Health Administration; (6) ethylene based glycol ethers; and (7) arsine. Any Hazardous Materials that need to be used in the construction process not meeting the requirements in this MPR must be approved for use by Intel.
- 5.19.3. Specification of the storing arrangements of the chemicals. Note: the Contractor will store not more than one week’s worth of chemicals that will be used on the project.
- 5.19.4. Specification of the transporting arrangements of chemicals on the project.
- 5.19.5. A requirement that Intel must be notified in writing of all Hazardous Materials brought on site that have a Hazardous Materials Information System (“HMIS”) rating greater than two or in excess of 55 gallons (208 liters). Written documentation to Intel must include the MSDS, plan for storage, handling, and use (application method and disposal plan).
- 5.19.6. Development of a procedure for obtaining approval from Intel prior to conducting any activity that may generate Hazardous Materials or hazardous waste.
- 5.19.7. The EHS Plan will also address how solid waste and hazardous waste will be managed. Minimum contents include:
 - (1) Solid Waste. Describe how the Contractor will recycle a minimum of 90% of construction-generated debris, measured by weight, to meet the USGBC LEED for New Construction Materials and Resources criteria under Credit 2.2 for diversion of construction waste from landfill. See the Solid Waste Management Plan in Intel Construction EHS Manual for a generic solid waste management plan that should be utilized to assist in meeting solid waste recycle goals. Recyclable solid waste includes any non-hazardous solid wastes. This can include, but is not limited to, wood, cardboard, metal (aluminum, copper, stainless steel, etc.), plastic (including hard plastics and films), glass, paper, Styrofoam, concrete, asphalt, drywall, etc. Acknowledge that the Contractor will not permit removal of waste(s) from the worksite for personal or other use. Solid waste removal must be done on an ongoing basis to ensure no accumulation on (at) the project. The weight of all solid waste that leaves the worksite (both recycled and landfilled) must be reported back to Intel.

- (2) Hazardous Waste. Describe method to properly collect, identify, and label hazardous wastes. Contractor's work with Intel to develop hazardous waste determinations for chemical waste to be generated. Identify the disposal plan, including removal of Hazardous Materials brought on site by the Contractor. All hazardous waste generated at Intel's property must be managed by Intel's authorized suppliers or directly by Intel at the direction of Intel.

5.20. Demolition and Containment

- 5.20.1. The EHS Plan must ensure that decontamination, demolition, and tool conversion work plans are reviewed by Intel prior to commencement of the Contractor's work.
- 5.20.2. Prior to any demolition work, the Contractor and the Subcontractors will contact Intel to review the scope of the demolition work and agree on any precautions/actions that need to be taken because of existing conditions (lead, asbestos, or other contaminants) in the building/area.
- 5.20.3. The Contractor is responsible for ensuring that elements of the applicable city, state, and local codes are complied with.
- 5.20.4. All demolition/de-install/decontamination activities will comply with Intel's current decontamination, decommission, and demo 6D Standard Operating Procedures including line breaking procedures. Variances from this procedure must be presented to and accepted by Intel.

5.21. Emergency Response Plan. The EHS Plan must describe the project's specific emergency response plan, minimum contents are as follows:

- 5.21.1. Names and contact numbers of the Contractor's management responsible to make decisions during an emergency.
- 5.21.2. Defined roles and responsibilities for each person on the construction management staff who have defined roles during an emergency.
- 5.21.3. Defined communication systems used to ensure efficient communication with affected project personnel, responders, and Intel as appropriate.
- 5.21.4. Escalation path for reporting spills that meet or exceed a federal or state reportable quantity ("RQ") to Intel upon discovery.
- 5.21.5. How the construction management team will interact with Intel's Emergency Response Team ("ERT") if present and/or during an event Intel's ERT responds and takes control. Note: Any Intel's ERT equipment used during a construction caused event must be replaced at the expense of the Contractor who caused the event.
- 5.21.6. Organization of a drill within 45 days of starting the Contractor's work to ensure the emergency response plan is adequate. Subsequent drills will be performed at least every 60 days for the duration of the project or when Intel's ERT assumes responsibility to respond to emergency events as part of the commissioning and turnover of the project.

5.22. Environmental Protection Programs

- 5.22.1. For greenfield or projects not on an established Intel campus, the EHS Plan will address compliance with all applicable laws and are required to implement the following Environmental and Pollution Prevention Plans: (1) Solid Waste

Management Plan; (2) Erosion and Sedimentation Control Plan conforming to the provision of the NPDES requirements of the 2003 EPA Construction general permit; (3) Hazardous Waste Management Plan; (4) Air Pollution Control Plan;

(e) Hazardous Material Control Plan; and (5) Waste Water Management Plan.

5.22.2. For projects on an established Intel campus, The EHS Plan will acknowledge the applicable environmental performance requirements for Intel campus the Contractor's work is being performed and describe methods of compliance with them.

5.22.3. NOTE: All programs must meet/exceed the Environmental Guidance Document and must be accepted by Intel. Programs that do not apply must be called out as such with rationale.

5.23. Musculo Skeletal Disorder and Cumulative Trauma Disorder Injury Prevention Program. In an effort to prevent MSD and CTD related injuries, all Contractors will have a process in place that includes a risk factor assessment and mitigation. An MSD/CTD risk factor assessment and mitigation plan will be completed for all job tasks, tools used, work procedures, work stations, and equipment operation where exposure may exist. Since the number one cause of MSD/CTD injuries are related to manual material handling, special emphasis will be placed on the reduction of manual handling of material, equipment, and tools. The MSD/CTD risk assessment will be incorporated into the JHA that is specific for that scope of work. Personnel must be trained on the assessment created for their specific tasks.

5.24. Overtime Policy. The Contractor will ensure that no craft or field management exceed the following requirements:

5.24.1. No craft employee will work more than 12 hours in one Day.

5.24.2. No craft employee will work more than 60 hours in one week.

5.24.3. No craft employee will work more than six (ten hour) days in one week.

5.24.4. No craft employee will work more than two consecutive 60 hour weeks.

5.24.5. Project workweeks must have defined starting days and ending days.

5.24.6. No craft employee will work more than 50 hours

in the week subsequent to two consecutive 60
hour workweeks.

5.24.7. Deviations to this plan must be approved in writing by Intel.
