

OCCUPATIONAL SAFETY, HEALTH AND ENVIRONMENTAL SAFETY PLAN (SHES PLAN)

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Contractors are required to comply with general and specific safety and environmental instructions, set out in this program.

The subcontractor undertakes to comply with all local laws and regulations, the operating instructions for the equipment he uses and the requirements of this **SHES PLAN**.

The subcontractor undertakes to carry out an occupational safety risk assessment of his contract and to define the qualifications and permits required for his contract as follows:

RISK ASSESSMENT AND SAFETY PLAN - Mark X

Mark X if there is a risk	HAZARDS IDENTIFICATION and HAZARDS IDENTIFICATION	HAZARD MEASURES
X	Noise - Working with equipment and hand and construction machinery	Use of hearing protection when the noise level is higher than 85 dB, allow the employee to take a break every 2 hours for at least 10 minutes.
X	Local vibration - Working with equipment and hand and construction machinery	special vibration-insulating shoes and gloves, belts (compresses the internal organs, reduces their movement) must be used.
X	Ventilation- Working in rooms with insufficient ventilation, humidity	Ensure the presence of central forced ventilation systems or respiratory protection: dust mask, half or full face mask or forced ventilation respiratory protection.
X	Traction - Working in a building without openings	Do not allow doors / windows to open reciprocally, install temporary covers on openings, wear suitable clothing
X	Workplace lighting - Insufficient lighting (incl. General, location)	The main contractor is responsible for general lighting, the contractor must use adequate spot lighting
X	Glare - Reflection of light from bright, shiny surfaces	Use of safety goggles
X	Background noise - on site, presence of equipment and construction machinery in the working area, exceeding noise standards	Use of hearing protection when the noise level is higher than 85 dB, allow the employee to take a break every 2 hours for at least 10 minutes.
X	Electric and magnetic fields - In the working area of high voltage lines, substations	Only permitted after a specific risk assessment
X	Combustion - Open flame fire work, welding, construction of coatings, surface preparation	Use of personal protective equipment (gloves, clothing)
X	Slipping - Slippery walkways, ladders, stairways, slopes, as well as winter field work	Use of suitable safety footwear, maintenance of public walkways by the general contractor. Slip control of the workplace and accesses to the workplace by ATV
X	Stumbling - The entire area of active construction activity on a construction site	Ladders with CE marking
X	Danger of people falling - From scaffolding, ladder, work platform, open edges, openings in the work area	Sloping surfaces with non-slip coating
X	Risk of falling objects From scaffolding, work platforms, various horizontal levels	Attentiveness, site and workplace cleaning
X	Separating sparks, fragments - When cutting with a disc cutter, welding, and other work with hand-held machines,	Use personal protective equipment: goggles / masks, suitable work clothes to prevent sparks from entering and igniting clothing, the tools used must be intact and complex (with fuses)

X	Puncture or cutting trauma, scratching -Knife, use of sharp aids, as well as the entire area of active construction activity on the construction site	Careful worker, use cut-resistant gloves
X	Risk of falling under collapsing soil -Edge of slopes and ditches	Ensure safe slopes or use a retaining wall. Working in the pit alone is not permitted. Ensure a quick and safe exit from the pit.
X	Danger from means of transport - In the movement area of means of transport on the construction site	Wear reflective clothing (vest or jacket), attentiveness
X	Danger from lifting equipment - In the working area of lifting equipment on the construction site, incl. Assembly and disassembly of lifting equipment	It is forbidden to be under the raised load, persons not involved in lifting work must not be in the work area (it is recommended to mark the work area), obligation to wear personal protective equipment: helmet, reflective vest / jacket, safety shoes
X	Risk of drowning - On the banks of water bodies, bridges, etc.	Install protective barriers on the waterline, Ensure the availability of life-saving appliances (life jacket and ring, rope)
X	Eye trauma - Fragments, dust, debris coming into contact with the eyes	Use of safety goggles, removal of released particles with a vacuum cleaner attached to the implement, use of correct working methods
X	Refrigeration - Field work in winter, changing weather conditions	Use of winter clothes and boots, heated warmers for rest breaks
X	Sunstroke, burning - Field work in summer	Use of clothing and headgear, rest breaks,

CONSTRUCTION SITE INSPECTION

BAS P / U constantly monitors and demands compliance on site.

GENERAL OCCUPATIONAL HEALTH AND SAFETY REQUIREMENTS AND INSTRUCTIONS

ACCESS CONTROL AND SURVEILLANCE

The construction object is limited by a fence. The fence is equipped with access gates. Removal of the fence without the permission of the General Contractor's site manager is prohibited. Access gates must be closed and only opened for use.

Each contractor takes care of the guarding of his property.

WORK CLOTHING

Each contractor shall ensure that workers wear suitable working clothes.

Workers must wear long-sleeved, legged work clothes with the company's characteristics. Work clothes with short cuffs and legs may only be worn by special agreement with the General Contractor.

MANDATORY PERSONAL PROTECTIVE EQUIPMENT AND ITS USE

The need for personal protective equipment and the procedure for its use result from the risk analysis of the site, but all contractors shall provide their employees with at least the following mandatory **SHES Plan**:

Safety helmet - the obligation to wear at all times while on the construction site.

puncture-proof and toe-protected safety footwear - the obligation to wear at all times while on the construction site;



"**Eye protection**" means the obligation to wear suitable safety goggles when using plaster, putty, paint sprayer or cutting material with a disc cutter or circular saw.

"**reflective vest**" means the obligation to wear at all times while on the construction site, gloves - the obligation to wear work gloves suitable for the work, depending on the nature of the work,

Headphones - Obligation to use when the noise is 80 dB or louder.

"**safety harness**" - when working in a telescopic lift, building load-bearing frame construction, roofing work, frame assembly work, scaffolding assembly and disassembly, and other areas where there is no risk of falling, the worker must use a tested and functional safety harness.

FIRE SAFETY

The contractor is responsible for fire protection in its territory (operation, construction, warehouses, etc.) in accordance with legal provisions and contractual agreements.

FIRE FIGHTING MEASURES

In the event of a fire, the safety of persons and their rapid evacuation or rescue from the endangered area must be ensured.

MACHINERY AND HAND TOOLS

All tools, drive equipment and hand tools must be in good working order and used only for their intended purpose.

Wires for equipment and hand tools must be intact and unrepaired.

Danger zones must be limited when lifting.

Lifting equipment: slings, chains, grabs and containers must be provided with information on the maximum lifting weight and the date of inspection.

For circular saws, the guards must be in working order and the workplace must be sufficiently spacious and tidy.

Welding equipment with complete manometers, non-return safety valve, hoses intact and unrepaired, cylinders protected against falling, the workplace only has the required number of cylinders at the workplace, fire extinguisher 12kg, fireproof glove.

LADDERS AND SCAFFOLDING

Ladders are only allowed for temporary access. Access to workplaces must be provided by stairs and handrails.

Scaffolding and work platforms must be made according to a standard design and assembled on site.

Scaffolding and work platforms must be assembled in the order specified in the project.

FALL PROTECTION REQUIREMENTS

All working levels must be enclosed if the height of fall is greater than 2 m.

Openings with a lower edge of less than 1,0 m measured from the standing plane shall be provided with a barrier.



The upper partitions must be 1.1 m above the plane and be sufficiently rigid, the upper wooden partition board must be at least 32 mm thick.

The middle limits must be 50 cm above the plane, if falling objects can injure down-moving workers, a toe must be used.

ELECTRICAL SAFETY AND LIGHTING

The electrical equipment used by the contractor on the construction site (electrical installation of heaters, power cables, power tools, torches, etc.) must be standard, suitable for the application and the environment. Electrical equipment must be free of mechanical damage.

IT IS PROHIBITED:

- to connect non-standard, non-working and unsuitable and damaged (broken housings, taped cables, etc.) electrical equipment to the site's electrical network - they will be removed from work by the site staff;
- Storage of materials, equipment and debris on cables;
- forklifts, trolleys, etc. drive over electric cables.

WASTE COLLECTION AND THE ENVIRONMENT

All contractors are responsible for collecting and sorting their own waste.

Construction waste and rubbish must be collected in a garbage container ordered by the Customer.

Contractors are required to clean their work areas daily and remove all debris.

The Contractor is obliged to take measures to prevent accidents, injuries and pollution caused by oil, fuels and chemicals stored and used on site.