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

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

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