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Project Execution Health Plan

HSSE Plan 0015

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TABLE OF CONTENTS

1.0 PROJECT DESCRIPTION	4
2.0 PURPOSE	4
3.0 EXTERNAL AND INTERNAL REQUIREMENTS	4
4.0 HEALTH REQUIREMENTS	5
4.1 Health Risk Assessment	5
4.2 Acute Toxic Substances	6
4.3 Occupational Exposure Limits	7
4.4 Asbestos and Refractory Ceramic Fibre (RCF)	7
4.5 Hearing Conservation	8
4.6 Human Factors Engineering (HFE)	9
4.7 Fatigue Risk Management	10
4.8 Legionella	11
4.9 Food and Drinking Water Safety	11
Food handlers and personal hygiene	12
4.10 Health Promotion	13
4.11 Workers Accommodation	13
4.12 Health Services and Medical Emergency Response	13
4.12.1 Accommodations	17
4.12.2 Sanitary Facilities	17
4.12.3 Laundry Services	18
4.12.4 Drinking Water Systems	18
4.12.5 Food Services	18
4.12.6 Sewage Treatment	18
4.12.7 Other Facilities that Support Positive Health Outcomes	19
4.13 Fitness to work	19
4.13.1 Alcohol and Drugs	20
4.13.2 Required testing for Site Access	21
4.13.4 Exceptions	22
4.13.5 Training	22
4.14 Pandemics	23
5.0 PRODUCT STEWARDSHIP	23
6.0 PROTECTION OF PERSONAL INFORMATION	24
7.0 AUDIT	24
APPENDIX I: HEALTH RISK SCREENING TOOL	25
APPENDIX II: CONTRACT HEALTH CONTROLS	26
APPENDIX III: FITNESS TO WORK	28
APPENDIX IV: ALCOHOL AND DRUGS	33
ATTACHMENT A – GLOSSARY OF TERMS	38
ATTACHMENT B – REASONABLE CAUSE CHECKLIST	41
ATTACHMENT C - POST INCIDENT CHECKLIST	43

1.0 Project Description

LNG Canada is a Joint Venture company comprised of Shell, PETRONAS, PetroChina, Korea Gas Corporation, and Mitsubishi Corporation. This operating entity is incorporated and registered under the federal laws of Canada.

The proposed LNG Canada Project includes the design, construction and operation of a gas liquefaction plant and facilities for the storage and export of liquefied natural gas (LNG), including marine facilities in Kitimat, British Columbia.

2.0 Purpose

This Project Execution Health Plan has been prepared to assist LNG Canada Project execution team, EPC and work site Prime Contractor organizations and their respective contractors and sub-contractors, meet the internal LNGC health requirements for the construction phase of the LNGC Project, these requirements are in addition to the statutory and regulatory occupational health and safety requirements. The Appendices include: A Health Risk Screening tool to help ensure hazards are appropriately managed, including additional health monitoring or protocols that may be required (e.g. fitness to work protocols, audiometry); and a Contract Health Controls table, that outlines the expectations in relation to health-related contract clauses.

3.0 External and Internal Requirements

This document is intended to provide internal requirements related to managing health risks. During construction of the LNG Canada Project execution team, EPC and work site Prime Contractor Organizations must comply with all applicable statutory and regulatory occupational health and safety requirements, including but not necessarily limited to those listed below. If there is a conflict between the requirements set out in this document and applicable statutory and regulatory occupational health and safety requirements, the more stringent will apply.

- BC Workers Compensation Act (WCA), Occupational Health and Safety Legislation (WCA and CLC) and Regulations (Provincial OH&S Regulations and Federal Regulations (COHSR and MOHSR) and WorkSafeBC Policies;
- BC Human Rights Code;
- BC Oil and Gas Commission, administered Acts and Regulations;
- BC Public Health Act and applicable Regulations (e.g. Communicable Disease Regulation, Food Premises Regulation and Industrial Worker Accommodations Regulation);
- BC Health Professions Act;
- BC Personal Information Protection Act and Regulation;
- BC E-Health (Personal Health Information Access and Protection of Privacy) Act and Regulation;
- BC Northern Health (Health & Medical Services Plan, Best Management Guide for Industrial Worker Accommodations);

- LNG Canada Core Emergency Response Plan, Early Works and CPI (Company Provided Items) Construction Emergency Action Plan and Emergency Response Plan for Construction
- Shell HSSE-Control Framework Manuals, health sections; and
- Shell Worker Welfare & Accommodation Guide.

4.0 Health Requirements

Section 4 of this Health Execution Plan sets out requirements when dealing with some health hazards that may arise during the construction phase of the LNGC Project. However, the identification of health hazards is subject to an ongoing review and the LNG Canada Project execution team, EPC and work site Prime Contractor Organizations must identify and update identified health hazards on a regular basis (see Section 4.1).

4.1 Health Risk Assessment

Purpose: To define the Health Risk Assessment (HRA) process to be carried out to avoid and or mitigate harm to individuals due to health hazards by implementing specified control and recovery measures. Health Hazards include chemical, physical, biological and ergonomic hazards.

This document does address safety hazard requirements, which are outlined in construction work practices, procedures, and the HSSE Execution Plans.

The LNG Canada Project execution team, EPC and work site Prime Contractor organizations shall perform HRAs to identify and assess the risk to health risk-related activities to its workforce associated with its activities. HRAs will include consideration of health hazards as part of the job safety analysis and permit to work, where applicable.

The HRA methodology shall include as a minimum:

- Define jobs and tasks to be included
- A Preparation od a health hazard inventory
- Assess the risk to health for each health hazard and control to ALARP

The health risk evaluation should consider whether the control and recovery measures in place take risks as low as reasonably practicable (ALARP) and recommend improvements where necessary. The following hierarchy of control should be applied:

1. Eliminate the health hazard
2. Substitute the health hazard with a less harmful one
3. Use engineering controls
4. Use operational/procedural controls
5. Use personal protective equipment

LNG Canada Project execution team, EPC and work site Prime Contractor Organizations are responsible for managing all HRA outputs and recommendations, agreeing remedial action plans and implementing the remedial action plan through to completion. Control and recovery measures specified in the HRA must be maintained. Exposure monitoring and

medical surveillance programs shall be implemented (where necessary). HRA risks and controls shall be communicated to impacted staff. In addition, the necessary training, education and supervision will be provided to reduce the likelihood of the event occurring. Should there be changes to design, operations or re-organizations the proposed changes must be managed as part of management change (MOC), HRA shall be reviewed and consider whether:

- The health hazards and risks identified in the HRA are still present
- New health hazards have been introduced
- The control and recovery measures are still appropriate

LNG Canada Project execution team, EPC and work site Prime Contractor Organizations shall update HRAs with new hazard information (as appropriate), with any updates communicated within the LNG Canada Project execution team, EPC and work site Prime Contractor organizations.

HRAs should be consistent with all applicable statutory and regulatory occupational health and safety requirements including the International Association of Oil and Gas Producers (IOGP) document number 384 / 384T "A roadmap to Health Risk Assessment in the Oil & Gas Industry".

The EPC HRA shall be submitted to LNG Canada for review during detailed design to ensure incorporation of any design related elements and potential mitigations.

4.2 Acute Toxic Substances

Purpose: To manage the risk of exposure to acute toxic substances only (not including simple asphyxiants). This section applies to facilities and activities, including confined space work, where acute toxic substances may be present.

LNG Canada, EPC and Prime Contractor Organizations shall:

- Identify areas where acute toxic substances may occur in concentrations that are immediately dangerous to life or health (i.e. through HRAs)
- Provide suitable warnings for areas where acute toxic substances may be present.
- Protect personnel entering an area where acute toxic substances may be present with appropriate personal protective equipment, with systems that monitor for acute toxic substances and develop exit plans enabling people to escape the event of a release
- Assess the need for workers to carry a gas monitor when entering areas where acute toxic substances may be present to carry a gas monitor and to have an emergency escape respirator readily available
- During routine operation or an incident, if the concentration of the acute toxic substance is greater than the occupational exposure limit, evacuate non-essential personnel to a safe location
- Manage activities that may involve exposure to acute toxic substances through a permit to work

- Ensure workers who are alone do not perform activities that may involve exposure to acute toxic substances
- Inform personnel about acute toxic substances, including:
 - Where acute toxic substances may be present
 - How personnel can be exposed
 - New Substancecontrol / minimize exposure measures
 - The potential effects on health following exposure
 - How acute toxic substances can be detected
 - The proper use and limitations of personal protective equipment
 - How to use gas monitors and procedures in the event of an alarm
 - Alarms and emergency procedures

Note: Immediately dangerous to life and health (IDLH) levels are published by National Institute for Occupational Safety and Health (NIOSH).

It is vital to establish and maintain a system to control the entry and exit of people into areas where acute toxic substances may be present.

4.3 Occupational Exposure Limits

Purpose: To manage the health risk of occupational exposure to chemical and physical agents by using occupational exposure limits (OELs).

LNG Canada Project execution team, EPC and work site Prime Contractor Organizations must manage project personnel's occupational exposure to chemical and physical agents by following the limits set by applicable regulatory agencies or those set out by LNGC, whichever are lower.

4.4 Asbestos and Refractory Ceramic Fibre (RCF)

The use of asbestos and refractory ceramic fibres (RCF) is prohibited unless no alternative exists.

Purpose: Identify locations where RCF exists and establish an RCF register, to include location, type, condition and quantity.

Where RCF is utilized or discovered:

- Manage RCF risks as required by the HSSE Control Framework document titled Managing Risk and Section 4.1 of this document - Health Risk Assessment
- Apply an approved Permit to Work for work on and removal of RCF which requires:
 - A written Method Statement
 - Enclosure, segregation and signposting of the work area that may be contaminated
 - Protective clothing and Respiratory Protection
 - Personal hygiene facilities

- Waste collection, labelling and disposal
- Ventilation or air-filtration equipment (where appropriate)
- A decontamination unit (where appropriate)

4.5 Hearing Conservation

Purpose: To prevent noise induced hearing loss in the workplace.

LNG Canada, EPC and work site Prime Contractor Organizations shall identify and assess through HRAs those tasks and areas where noise levels could result in noise induced hearing loss.

The contactor shall ensure peak noise levels in the workplace are managed to ALARP (As Low as Reasonably Practicable) and kept below 140dB(C) (this value applies irrespective of the duration of the exposure or the use of hearing protection). The reduction and management of noise exposure in the workplace shall follow the following this hierarchy of controls:

1. Eliminate equipment that makes noise
2. Substitute equipment with other equipment that makes less noise
3. Isolate equipment that makes noise
4. Apply engineering controls to equipment that cannot be eliminated or substituted to reduce noise levels in the workplace to less than 85dB(A)
5. Apply procedural controls to reduce duration or magnitude of exposure
6. Provide personal hearing protection

Where these standard design requirements can not be met during the design phase of the project, approval from LNG Canada will be required. LNG Canada, EPC and work site Prime Contractor Organizations shall do maintenance to keep noise levels in line with the equipment design criteria.

Personnel exposure to noise shall be kept below L_{ex} of 85 dBA for an eight-hour noise dose.

When hearing protection or procedural controls are used to maintain exposure below L_{ex} 85 dB(A) for an eight-hour noise dose, the following shall be undertaken:

- Establish hearing protection zones based on a noise contour of 85dB(A) and identify them with marking/signage.
- When portable equipment is the source of the noise, use location drawings, equipment marking or other controls to identify hearing protection zones.
- Train personnel who enter hearing protection zones about noise hazards, including:
 - How to identify areas where hearing protection is required
 - The correct use and maintenance of hearing protection
 - Allowable periods of noise exposure
 - The effect of noise on hearing

- How and when to conduct a self evaluation, to recognize when hearing loss is occurring, either Temporary Hearing Loss (THL) or Permanent
- How to prevent noise induced hearing loss

LNG Canada, EPC and work site Prime Contractor Organizations shall select hearing protection that fits, and reduces exposure of personnel below L_{ex} of 85 dB(A) for an eight-hour noise dose “C” period. The contractor shall provide medical surveillance (audiometry) and verify personnel are tested at the times and frequency specified by local (applicable) legislation.

Hearing protection shall be provided to everyone who may enter identified hearing protection zones. Personnel shall be instructed to wear hearing protection always when entering or working in an identified hearing protection zone. Verification of use must be carried out on a regular basis as part of the overall Hear conservation plan.

LNG Canada, EPC and work site Prime Contractor Organizations shall update noise assessments when equipment or conditions change in a way that may increase the exposure of personnel to noise (in line with the HRA process).

4.6 Human Factors Engineering (HFE)

Purpose: To manage risk to people and technical systems through design of the people-system interface.

LNG Canada, EPC and work site Prime Contractor Organizations shall consider HFE during the construction phase as described in the HFE Strategy that is incorporated into the Basis for Design. The Project HFE strategy shall be integrated into project decisions and planning and incorporated into the documented demonstration of ALARP. Any deviations from the design specifications must be approved by the appropriate HFE Technical Authority.

The applicability of HFE is specifically relevant, but not limited to:

- Maintenance and removal of equipment
- Use of stairs, ladders and access platforms
- Material handling
- Work benches
- Mechanical repair facilities
- Recharging / refilling facilities
- Catering services
- Project Staff and contractor Accommodations
- Etc.

LNG Canada, EPC and work site Prime Contractor Organizations shall apply HFE and principles to the work place for its personnel as well as for the office workspace that will be assigned to LNGC personnel at engineering, construction offices and Vessel cabins. At a minimum, this include:

- Effective lighting
- HVAC and Noise
- Office furniture (desk height, adjustable chairs with arms)
- Workspace design (computer, IT and furniture layout)

4.7 Fatigue Risk Management

LNG Canada, EPC and work site Prime Contractor Organizations shall ensure a fatigue risk management plan is in place for HSSE critical positions that are involved in work that may result in fatigue due to long work hours. The fatigue risk management plan shall apply to HSSE critical positions for the following conditions:

- A planned shift length excluding overtime and handovers greater than 12 hours within a 24 hour period
- Overtime resulting in working hours exceeding 12 hours more than once per month
- Overtime or call-outs resulting in more than 16 working hours in one calendar day
- Shift work or call-outs at any time between 22:00 and 06:00, including shifts that start during or extend into this period
- Day-to-day changes to shift start times that are a change of more than three hours
- Shift start time changes from day to night or vice versa
- Long distance travel more than 2 hours driving and / or more than 4 hours flying or a combination of the following:
 - Shift start after long distance travel
 - Long distance travel from worksite after shift end
- More than 28 days of consecutive work without at least 24 hours of continuous time-off

The fatigue risk management plan shall include the following elements:

- Identification of HSSE critical positions
- Fatigue risk management awareness training for supervisors who are in roles that apply the fatigue risk management plan
- Training to all affected personnel, on identification of and response to fatigue in themselves and others
- Fatigue prevention awareness training to all workers
- Consideration of the potential contribution of the risk of fatigue when investigating significant and high potential incidents, as applicable

4.8 Legionella

Purpose: To manage risk associated with exposure to Legionella related to industrial and domestic water systems in the workplace.

The LNG Canada Project execution team, EPC and work site Prime Contractor organizations shall implement a Legionella management programme which shall:

- Identify and document water systems and equipment that are a potential source of Legionella
- Assess water systems and equipment for the risk of Legionella in line with HRA
- Evaluate for risk factors, including, as a minimum, water aerosol formation, stagnant water, dead zones, water temperature, mineral deposits and visible biofilm.
- Reassess the Legionella risk for each water system affected by an organisational, design or operational change in line with management of change
- Determine a monitoring and control programme for Legionella in water systems at the facility and in equipment at risk, and document result.
- Apply controls to minimise water misting, stagnant water and dead zones, and manage water temperature
- Implement a preventative maintenance and inspection programme to monitor equipment and manage water treatment
- Conduct Legionella testing of water systems at the facility and equipment at risk using sampling and analysis protocols in accordance with established local requirements or internationally recognised standards
- Restrict access and apply effective recovery action to clean and disinfect Legionella contaminated facilities when Legionella water test results exceed local requirements or, in the absence of requirements, more than 100 CFU/ml
- Provide training and personal protective equipment for work activities on Legionella contaminated facilities
- Establish alerts to inform workers about the presence of Legionella contamination and the measures to be taken

4.9 Food and Drinking Water Safety

Purpose: To manage the risk of the consumption of contaminated food and drink, including drinking water.

LNG Canada Project execution team, EPC and work site Prime Contractor Organizations shall apply good hygiene practices to prevent contamination or spoilage of food and drinks, including drinking water during selection, handling, storage and preparation. The LNG Canada Project execution team, EPC and work site Prime Contractor organizations shall:

- Set expectations and provide training for:
 - Personal hygiene
 - Safe food and water handling, and
 - Food waste management

- Specify building and equipment requirements suitable for food preparation and storage.
- Maintain sanitized facilities and equipment
- Set controls for handling raw materials, food and waste
- Provide training on safe food and water handling

Food and drinking water requirements include:

- Establish and maintain a food and drinking water safety management system in line with Hazard Analysis Critical Control Point (HACCP), a system that encompasses the identification and control of all hazards throughout the entire food handling chain
- Include requirements for good hygiene practices and HACCP in catering contracts
- Conduct inspections to monitor good hygiene practices and key HACCP Controls
- Report and investigate illnesses suspected to be caused by contaminated food or drink, including drinking water, in line with incident investigation and learning

NOTE: It is a requirement to display at every plumbed non-potable water source from which a person might reasonably believe he or she can safely drink, a notice that the water is unfit for human consumption.

A competent person shall be appointed who is responsible for catering and food hygiene and implementing the HACCP system and standards. These requirements and standards shall be included in the conditions of contract for all Worker Accommodations operators, food and water suppliers, and shall apply to all LNG Canada Project execution team, EPC and work site Prime Contractor organizations.

Food handlers and personal hygiene

LNG Canada Project execution team, EPC and work site Prime Contractor Organizations shall ensure that all food handlers possess a valid medical fitness certificate according to LNGC Fitness to Work protocols (Section 4.13).

Food handlers shall:

- Always wear clean clothing. Typically they are provided with at least two pairs of uniforms, aprons, caps and safety shoes
- Observe good personal hygiene and wash their hands with soap often, especially after visiting a toilet, when ill or recovering from illness and before touching any food.
- Undertake pre-placement training and refreshers thereafter on catering hygiene

Any food handler suffering from diarrhea, vomiting, high temperature or who has septic sores or cuts on their hands or body shall immediately report to their supervisor and shall be kept away from food handling work until they get medical clearance.

LNGC has the right to conduct inspections without notice in kitchens at sites/Worker Accommodations supplied/operated by LNG Canada, EPC and work site Prime Contractor

organizations and/or its Worker Accommodations operations contractor. This includes, but not limited to, the food storage area, food preparation and cooking areas. The LNG Canada Project execution team, EPC and work site Prime Contractor organizations and/or its Worker Accommodation operations contractor shall follow any recommendations made by the local public health authority/environmental health officers or LNGC's representative to remedy any potential problems which could impact to food safety.

4.10 Health Promotion

LNG Canada Project execution team, EPC and work site Prime Contractor Organizations shall implement a workplace health promotion/Care for People programme (WHPP/CfP) with a focus on reducing modifiable (cardiovascular) risk factors (e.g. diet, exercise, smoking, obesity). The WHPP/CfP should be designed to produce positive behavioural changes, be auditable and low-cost. For more information, see [section 4.12](#) below.

4.11 Workers Accommodation

LNG Canada, EPC and work site Prime Contractor Organizations must provide a Worker Accommodation facility, which engages with the workforce, and provides an effective foundation for facilities, services and programs which meet the needs of the workers and community.

LNG Canada, EPC and work site Prime Contractor Organizations shall provide professional and competent resources to run the workers welfare programme to cater for the multifaceted needs of the residents. This shall include but is not limited to the following key areas:

- Communication services, including telephone and internet
- Sports, recreation and creative outlets (internal & external)
- Education (general and local issues)
- Basic general services
- Psychological/social support
- Access to primary health care and medical emergency response (see section 4.12 below)
- Social events/gathering (e.g. religious events, national day celebrations etc.)
- Minimization of impact on the local communities

4.12 Health Services and Medical Emergency Response

The Primary Care and Occupational Health Facility within the WAC is designed to provide primary care functions to Village residents as well as provide on-site emergency and routine services. It is intended to cater to the immediate as well as continuous medical needs of the staff on-site, and provide interim treatment for emergencies prior to patient transfer if needed. The design shall avoid the standard institutional look and feel, and provide a more welcoming, wellness-focused environment to encourage residents and workers to seek regular and incidental medical support. Health, safety and infection control are of utmost importance, and should be incorporated into all elements of the design. The

facility shall also support the role of assisting workers on return to work programs, and shall include space for health professional staff to consult and monitor patients. The same space may be considered for health education and discussion purposes.

Contractor shall employ the services of medical sub-specialists for the proper design and layout of all areas within the facility.

The design of the facility must adhere to the requirements dictated by the College of Physicians and Surgeons of British Columbia (Non-Hospital Medical and Surgical Facilities Program). The facility shall be deemed a "Class III" per the College of Physicians and Surgeons of British Columbia (Non-Hospital and Surgical Facilities Program) (Reference - L001-09900-BA-7880-1901 "LNG Canada Workers Accommodation Centre Functional Specification, General".)

The on-site health services will provide workers and Worker Accommodation residents with:

- Clinically appropriate occupational first aid, and occupational injury/illness management, and assistance with early, safe return to work
- Assistance with appropriate reporting, incident communication and investigation, and statistics as necessary, in consideration of OSHA recordkeeping rules
- Medical emergency response including access to ACLS care and appropriate emergency transport, via a tiered approach, as outlined further below*
- Urgent/emergency care of ill or injured workers, until patients can be transferred to higher-level care as appropriate and required
- Primary health care for non-occupational conditions in conjunction with workers' employer and personal physicians, particularly if there are fitness to work concerns, and including 1° prevention (e.g. health promotion/health and wellness services for worker accommodation residents such as smoking cessation, sexual health, healthy eating and physical activity, mental health and addictions)
- Sexually Transmitted Infection (STI) screening, treatment, and availability of condoms, birth control, in addition to, 'safe sex' counselling, education materials / programs.
- Occupational health services (e.g. alcohol and drug testing)
- Establish relationships with local medical facilities for the provision of additional local diagnostic (e.g. laboratory and medical imaging) in support of the onsite medical services.

Medical direction and health care administration will also be required, for day-to-day clinical care and management of the on-site health facility, as well as for periodic reviews/audits of the facility's operations.

The on-site health facility will be appropriately staffed (in terms of the numbers and levels of health care professionals, and operating hours), as well as equipped and supplied, based on legal and project requirements considering the following items:

- Workforce numbers working and living on-site
- Work activities, locations and hours, and

- Nature and volume of patient visits, in order to deliver specified health services and manage CTAS level 5 and 4, as well as some appropriate level 3, conditions on-site, and with the goal of minimizing the impact on the local public health infrastructure. It is expected that the local health care system will not be utilized for sick/return to work notes when workers have been absent from work due to health reasons

The provision of onsite services may include appropriate mobile treatment centre, industrial ambulance and/or emergency transport vehicle.

At peak construction, the minimum level of health care professional will be mid-level provider i.e. nurse practitioner (NP) or Physicians Assistant (PA) supported by a Medical Director. Appendix A “Medical Support Matrix” of the Health Services and Medical Emergency Response Strategy provides guidance on how minimum health care professional requirements are determined and managed against a growing workforce.

All health care professionals (e.g. NP, PA, RN, ACP) will be:

- Appropriately licensed and a member in good standing with their respective professional licensing body in BC
- Abide by their professional standards (e.g. Scope of practice, recordkeeping, privacy and medical confidentiality, infection control practices, equipment checks/inspection and maintenance, medication management, inventory supply and control)
- Appropriately trained/certified (e.g. Have current BC OFA level 3 and ACLS certification, remote nursing and STI practice certification)
- Supervised/directed as required for appropriate clinical oversight

The on-site health facility will be equipped with telemedicine capability, including 24/7 ‘top-side’ medical assistance to provide clinical support to health facility staff e.g. (MD/clinical support for mid-level providers), and additional access to appropriate health services and medical specialists, EAP/mental health support).

LNG Canada, EPC and work site Prime Contractor Organizations will supplement the health facility staff with additional, appropriately equipped and trained occupational first aiders to meet occupational health and safety regulation requirements.

LNG Canada, EPC and work site Prime Contractor organizations will establish and maintain a medical emergency response plan and procedures to provide a tiered approach as follows:

- Competent first aid treatment, including defibrillation, by a designated first aider within 4 minutes
- Assessment and stabilization by a medical emergency professional within 1 hour
- Admission to and care at the nearest local hospital within 4 hours
- Referral to an appropriate specialist hospital (casualty specific)

LNG Canada, EPC and work site Prime Contractor Organizations will ensure that all workers have suitable medical insurance, in the event that use of the local public health care system is required.

The medical director and/or delegate(s) will:

- Determine and stock the appropriate medical equipment and supplies; and develop appropriate policies, procedures, protocols, directives, orders, programs, and drills/exercises; to deliver the health services and medical emergency response and provide appropriate KPIs/statistics regarding same. Examples include, but are not limited to: nursing directives/standing orders, clinic operations management procedures (such as medical confidentiality and (electronic) medical record system and management, equipment checks, medication management, infection control procedures, use of point of care testing devices), clinic utilization/surveillance data (to be provided on a regular basis and reviewed for early identification of any important trends such as occupational injury patterns or a potential communicable disease outbreak per the communicable disease plan).
- Acquire all medical equipment and supplies in support of onsite medical infrastructure, assessment and treatment requirements, as well as all health centre activities.
- Work with key stakeholders as necessary. Examples include, but are not limited to:
 - HSE personnel to coordinate the confidential completion and return of the worker sign-on medical form (e.g. during site orientation)
 - HSE personnel for notification of occupational incidents,
 - site emergency response personnel for medical emergencies,
 - site personnel for business continuity in the event of a pandemic,
 - BCAS (BC Ambulance Services), TSBC (Trauma Services BC) and Kitimat / Terrace General Hospitals for:
 - protocols for patient transfers to off-site facilities
 - alignment (as much as possible) on directives/standing orders, equipment, forms, etc to facilitate seamless hand-over of patient care
- Collaboration and communication with Northern Health on primary prevention activities and management of potential outbreaks of communicable diseases as appropriate.
- Conduct monthly site visits to assure the cost-effective, quality delivery of the above health and medical services, including clinically appropriate care to patients.

LNG Canada, EPC and work site Prime Contractor organizations will ensure that relevant procedures (e.g. how to access first aid and initiate medical emergency response) are communicated to all project personnel.

The Worker Accommodations where the on-site health facility will be located, will comply with all applicable legislated requirements. It will also be designed and built to meet the Shell Worker Welfare and Accommodation Guide and facilitate delivery of the above health services and medical emergency response.

At the end of the construction phase of the project, the medical director will ensure appropriate management of patient records and facility handover.

The EPC will design and build, in accordance with LNG Canada contractual reference - L001-09900-BA-7880-1901 "LNG Canada Workers Accommodation Centre Functional Specification, General", Guide PG17d – "Accommodation and Welfare Guide, Onshore Villages and Camps (May 2014, Version 1.1)"("The Specification"), in addition to compliance with the Health and Medical Services Plan Best Management Guide For Industrial Camps, latest BC Building and Fire Codes, as well as WorkSafe BC Requirements.

The referenced LNG Canada contractual specifications include mitigations outlined in the following 4.13 sections, as a minimum.

4.12.1 Accommodations

At a minimum, accommodations will include:

- Resident suites designed with one person per suite, with furnishing layout of the furnishings ensuring ease of access to all areas of the suite
- Suites will have a private ensuite bathroom with shower and independently controlled HVAC settings,
- Suites will be equipped with lighting fixtures and controls in line with BC Building Code requirements
- Windows shall be double glazed and include shade curtains to provide 100% blackout
- Windows will meet all fire egress requirements
- Suites will meet appropriate STC ratings of walls, floors and ceilings to provide maximum privacy

4.12.2 Sanitary Facilities

At a minimum, sanitary facilities will include:

- An adequate number of washrooms based on peak usage, with separate facilities for male and female Washroom design shall reflect gender diversity and changes in the workforce.
- Washrooms in the Primary Care and Occupational Health Facility shall be located adjacent to the waiting area
- The layout of the washrooms shall be simple, ensuring privacy, designed in compliance with applicable British Columbia building and plumbing codes and regulations
- Entry to the washrooms shall be through door-less vestibules; except for small washrooms. The vestibules shall provide easy passage between the corridor/hallway and the washroom while maintaining a visual and acoustical barrier to protect privacy of the washroom occupants.

4.12.3 Laundry Services

- Adequate laundry facilities / services will be available in the dormitory buildings for resident usage, equipment for work clothes will be segregated from equipment for personal clothing
- For linens and large quantity laundering services, adequate space is provided for holding, loading and unloading of linens and laundry in the loading dock area, and laundry shall be picked up / dropped off three times per week.

4.12.4 Drinking Water Systems

- A potable water treatment facility will be designed and constructed in accordance with Health Canada and BC Health guidelines.
- The potable water treatment facility will utilize either membrane filtration or conventional treatment to ensure water quality requirements are met prior to distribution
- The potable water treatment facility, and its operators, will be certified and permitted as required, and potable water quality parameters and sampling frequencies will be defined because of this permitting

4.12.5 Food Services

- The EPC, or designate, will develop a Food Safety Plan and Food Sanitation Plan, which includes minimum standards for FOODSAFE certification
- Food services will be established to provide multiple meals in accordance with shift schedules, and will be operated under appropriate health permits
- Kitchen facilities will be designed by a Camp Kitchen Consultant to ensure proper flow of food receiving, oversight, storage, preparation, serving and cleaning
- Kitchen will be designed to accommodate layout and equipment requirements to be able to adequately provide the selection of food choices as defined within the BC Construction Camp Rules and Regulations
- All refrigeration (food coolers, refrigerators and freezers) will be on standby power.
- Kitchen shall be a secured area and separate from the dining area via a controlled access system
- Kitchen facilities, food storage and preparation areas (kitchen cooking areas, bakeries, butcheries, freezers, chillers, dry stores, and all other food preparation areas) shall be designed to comply with BC Building Codes and NFPA, local health codes, Canadian Standards Association, and BC Food Premises Regulations.
- Cooking areas shall be designed to avoid cross-contamination from uncooked to cooked products.

4.12.6 Sewage Treatment

- A packaged sewage treatment plant (STP) will be established to treat domestic sewage from the Temporary Construction Facilities (TCF), the WAC, and mobile offices in remote areas as well as the plant area.
- Wastewater collection on site will be a combination of centralized lift, vacuum trucks

and permanent piping for collection and treatment

- The wastewater treatment facility, and its operators, will be certified and permitted as required, and wastewater quality sampling and discharge parameters will be defined because of this permitting

4.12.7 Other Facilities that Support Positive Health Outcomes

- Multi-purpose gymnasium with appropriate markings on the floor for various kinds of sport, including basketball, volleyball, indoor hockey, tennis and handball, as well as mezzanine level to accommodate a running track around the perimeter
- At least one (1) bouldering wall with crash mats along the floor, sized for fifty (50) person use at any time. A reputable bouldering wall fabricator shall be subcontracted to provide a bolt-on hold bouldering facility, in line with standards commonly found in British Columbia. Note, bouldering does not require the use of climbing ropes and a soft / crash pad floor shall be provided to prevent injury
- A minimum of two (2) racquetball and two (2) squash courts
- Three (3) studios for exercise classes that can hold a minimum of twenty (20) people each. At least one (1) wall shall be mirrored. Floors shall be suitable for high-impact activities
- Adequate sports equipment storage area, which is secured
- Neighbourhood parks shall serve groups of dormitory buildings. It shall provide for passive outdoor activities and include seating and smoking shelters.
- Parks shall be an extension of the neighbouring dormitory buildings and should provide opportunities for residents to relax, with comfortable outdoor seating and protection from the elements.

4.13 Fitness to work

Fitness to work testing includes Alcohol and Drug Testing as well as a Medical Fitness Evaluation.

The LNG Canada Construction site has been deemed a 'remote site location'. This means that to work on site all individuals will need to have a certificate of Remote Medical Fitness, other than individuals whose place of residence prior to onboarding is the Regional District of Kitimat-Skeena.

All workers including those individuals whose place of residence prior to onboarding is the Regional District (Kitimat-Skeena) will also require Medical Fitness Evaluation if their job task falls under one of the following job categories:

- Aircraft refuelling
- Catering, preparing or handling unwrapped foods ready for consumption
- Fire fighting and rescue team member work
- Crane operator work
- Professional driver work

- Use of respiratory protection including SCBA that requires a tight seal to protect the user
- Designated Safety Sensitive Positions (see [Attachment A- Glossary](#))

In addition to the job tasks identified above, the LNG Canada Project execution team, EPC and work site Prime Contractor organizations shall review the Health Risk Assessment (HRA) and documented demonstration of ALARP to identify any other job tasks that require fitness to work evaluation.

LNG Canada, EPC and work site Prime Contractor Organizations shall establish a fitness to work programme to ensure that all Project Personnel engaged in the work are medically and physically fit to perform their work. The LNG Canada Project execution team, EPC and work site Prime Contractor organizations shall ensure that the fitness to work programme complies with any local regulations.

LNG Canada, EPC and work site Prime Contractor Organizations shall:

- Verify that workers complete fitness to work evaluations, and ensure that a worker is deemed (at least temporarily) unfit for the task until the fitness to work evaluations are completed and the person is deemed fit
- Identify any worker who may not be fit for work and only assign work to workers who are fit for the work
- Refer a worker to an appropriate health professional when there is a concern about the individual's fitness to work, or before a worker returns to work following an injury or illness that could affect fitness for work
- Review any work restrictions provided by the health professional and subsequently approve changes in work assignment or return to work of workers
- Establish protocols and set criteria for evaluations for fitness to work

LNGC shall retain the right to request medical assessments on Project Personnel more frequently should it so desire. The examining physician may recommend increasing the frequency of periodic assessments, if clinically indicated, such as in those persons with chronic, but not disqualifying health conditions. In some circumstances specific vocational testing may be required, for example visual acuity, audiometry.

Project Personnel are required to have available valid certificates of medical fitness. LNGC reserves the right to examine original medical examination certificates to confirm their authenticity.

See [Appendix III](#) for additional Fitness to Work details.

4.13.1 Alcohol and Drugs

Purpose: To manage the risk caused by the use of alcohol and drugs.

All workers will require a valid Alcohol and Drug Test Certificate prior to initial access to site. More details regarding Alcohol and Drug requirements can be found in [Appendix IV](#). Exceptions can be found in Section 4.13.3.

Project Personnel shall not use, be under the influence of, possess, distribute or sell alcoholic beverages, illicit or un-prescribed controlled drugs, drug paraphernalia or misuse legitimate prescription drugs while on LNGC Project Site. Prescription drugs must be in original container and clearly show the individuals name. Individuals failing to comply with any of the above standards or prohibitions may, in accordance with LNG Canada Project execution team, EPC and work site Prime Contractor organizations respective Alcohol and Drug Use Policies, be subject to:

- Referral to an appropriate health professional for assessment
- Disciplinary measures up to and including Permanent restriction / removal from all LNG Canada project premises.

Entry onto LNGC managed locations constitutes consent to and recognition of the right of LNGC and its authorized representatives to search person, vehicle, and other property of individuals while on LNGC premises if there are reasonable grounds to believe that alcohol, illegal or other drugs, or drug paraphernalia may be present. Such searches may be initiated by LNGC without prior announcement and will be conducted at such times and locations deemed appropriate. LNG Canada Project execution team, EPC and work site Prime Contractor organizations, contractor and subcontractor personnel who refuse to cooperate with these searches will not be allowed on LNGC managed locations.

LNG Canada, EPC and work site Prime Contractor Organizations shall establish an alcohol and drugs policy that includes:

- Standards of behaviour
- Awareness training
- Rehabilitation
- Testing
- Disciplinary measures

LNG Canada, EPC and work site Prime Contractor organizations shall establish, implement and maintain procedures that include:

- Design of alcohol and drugs testing
- Treatment and rehabilitation programme
- Reintegration of workers into the workplace

See [Appendix IV](#) for additional details on Testing for Alcohol and Drugs.

4.13.2 Required testing for Site Access

Site Access alcohol and drug testing (as well as pre-site access medical assessments) is the responsibility of LNG Canada, EPC, Sub Contractor and work site Prime Contractor organizations under which the individual is employed. This includes providing proof of the following pre-site access requirements for working within the construction zone prior to any worker's mobilization to LNGC work sites or facilities.

	Alcohol and Drug Testing: Successful completion in last 90 days	Fitness to Work Medical Evaluation
Visitor*	No	No
Emergency Work, Inspectors, Auditors *	No	No
New to Site (Non- Local)	Yes	Yes**
New to Site (Local)***	Yes	Need based on job & FTW protocols
Designated Safety Sensitive Positions	Yes	Yes
Demobilized worker upon remobilization with different employer	Yes	Yes
Demobilized worker who has been continuously employed with same employer, upon remobilization to same job	No	Only if job and FTW protocols have changed, or periodic FTW protocols are due****
Demobilized worker who has not been continuously employed with same employer, upon remobilization to same job	Yes	Yes

*Definitions are in Attachment A- Glossary

** Triggers remote site access requirements

*** Those individuals whose permanent place of residence prior to onboarding is the Regional District of Kitimat-Skeena.

**** as mandated by LNG Canada (Legal/HSSE)

4.13.4 Exceptions

The following individuals will not be required to complete the requirements for pre-site access medical assessments and alcohol and drug testing requirements:

- Visitors – individuals deemed “visitors” as defined in [Attachment A](#).
- Emergency Work - individuals authorized for emergency work as defined in [Attachment A](#).
- Periodic Meetings, Inspections, or Audits - individuals authorized for periodic meetings, inspections, or audits as defined in [Attachment A](#).

4.13.5 Training

- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations workers will participate in alcohol and drug awareness training as a minimum through general project orientation awareness overview

- Project management and / or supervision will receive alcohol and drug awareness training within ninety (90) days of commencing work on LNG Canada Project Work Sites and Facilities. Refresher training must occur within three (3) years of initial training
- LNGC HSSE department will review and approve HSSE training content and instructor qualifications where applicable
- Alcohol and Drug Policy and rules (Section 4.13) are covered in LNG Canada Project execution team, EPC and work site Prime Contractor organizations Project Orientation Training

4.14 Pandemics

In the case of a potential pandemic, a formal pandemic and ID management plan (as part of the business continuity plan) will be issued (see also “Infection Control & Prevention, & Outbreak Management Plan”). All contractors and subcontractors will be required to follow the plan which may include:

- Identifying potentially affected external stakeholders and ensuring that their contact details are up to date and accessible.
- Implementing screening procedures particularly for those presenting with symptoms (e.g. high fever)
- Identifying personnel containment protocols (quarantine or isolation as appropriate)
- Activating the LNG Canada Crisis Management Team and Business Continuity Plan.

5.0 Product Stewardship

Purpose: To manage the risk associated with chemical products throughout their lifecycle.

The LNG Canada Project execution team, EPC and work site Prime Contractor organizations shall establish a process to effectively manage chemicals and chemical handling training during construction phase.

- Ensure all Project Personnel have appropriate and up-to-date WHMIS training
- Ensure all products are reviewed and approved before arriving at site
- Ensure an up-to-date inventory of chemicals with Safety Data Sheets is available for all Project Personnel
- Ensure all unused chemicals and materials are removed from site as part of the de-mobilisation plan
- Ensure all chemicals and materials remaining after construction are documented and handed over to the operations teams (e.g. areas containing RCF or RCF alternate materials, piping with special metallurgy such as high chromium content etc.)

6.0 Protection of Personal Information

Any personal information, including personal medical information, collected, used, stored, and otherwise processed in connection with the Fitness to Work Plan and health services will be used to manage the Fitness to Work status of LNG Canada, EPC and work site Prime Contractor organizations workers performing work. Such information shall be kept confidential and discussed only with the worker and authorized health care professionals and/or persons authorized by the worker.

LNG Canada, EPC and work site Prime Contractor organizations shall take appropriate technical and organisational measures against unauthorised or unlawful processing of personal information and must ensure a level of security appropriate to the harm that might result from unauthorised or unlawful processing having regard to the sensitivity of the information.

LNG Canada, EPC and work site Prime Contractor organizations shall ensure that any personal information collected, used, stored, and otherwise processed and/or stored in connection with the Fitness to Work procedure and health services are treated in compliance with the LNG Canada Project execution team, EPC and work site Prime Contractor organizations (as applicable) internal Privacy Policies, the Personal Information Protection Act of BC, the Freedom of Information and Protection of Privacy Act and the E-Health Act, where applicable.

7.0 Audit

The LNGC HSSE department will audit LNG Canada Project execution team, EPC and work site Prime Contractor Organizations to verify the existence and execution of programs in compliance with this Construction Execution Health Plan.

Appendix I: Health Risk Screening Tool

		Health Management	Health Risk Assessment	Fitness to Work	Medical Emergency Response	Hearing Conservation	Food & Drinking Water Safety	Alcohol and Drugs	Asbestos and RCF	Fatigue	Health Promotion	Worker Welfare	RPE Fit Testing
1. Will project personnel work activities involve significant exposure to any of the following HAZARDS?													
a. Noise	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Not required	Not required	Required	Not required	Required	Not required	Not required	Not required	Not required	Not required
b. Chemicals (inhalation or contact)	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Not required	Consider	Not required	Not required	Required	Not required	Not required	Not required	Not required	Not required
c. Acute toxic substances (e.g. H ₂ S, carbon monoxide)	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Not required	Required	Not required	Not required	Required	Not required	Not required	Not required	Not required	Not required
d. Respirable dusts (e.g. RCF, silica)	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Not required	Not required	Not required	Not required	Required	Consider	Not required	Not required	Not required	Not required
e. Extreme heat/cold	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Not required	Required	Not required	Not required	Required	Not required	Not required	Not required	Not required	Not required
f. Ionizing radiation	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Not required	Not required	Not required	Not required	Required	Not required	Not required	Not required	Not required	Not required
2. Will project personnel perform any of the following TASKS?													
a. Professional driving	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Required	Consider	Not required	Not required	Required	Not required	Consider	Consider	Consider	Not required
b. Professional underwater diving or tunnelling operations	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Required	Required	Consider	Not required	Required	Not required	Not required	Not required	Not required	Not required
c. Aircraft operations	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Required	Required	Consider	Not required	Required	Not required	Consider	Not required	Not required	Not required
d. Work in a remote location (including offshore)	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Required	Required	Consider	Required	Required	Not required	Not required	Consider	Consider	Not required
e. Work on a marine vessel	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Required	Required	Not required	Required	Required	Not required	Not required	Consider	Consider	Not required
f. Food handling	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Required	Required	Not required	Required	Required	Not required	Not required	Not required	Not required	Not required
g. Construction/safety sensitive work	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Required	Required	Consider	Not required	Required	Consider	Required	Not required	Not required	Not required
h. Crane operation	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Required	Consider	Not required	Not required	Required	Not required	Consider	Not required	Not required	Not required
i. Work requiring respiratory protection	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Required	Not required	Not required	Not required	Required	Not required	Not required	Not required	Not required	Required
3. Will project personnel be exposed to any of the following CONDITIONS?													
a. Living in work Worker Accommodations	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Not required	Required	Not required	Required	Required	Not required	Consider	Required	Required	Not required
b. Work in a Malaria endemic area (i.e. zones 1-4)	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Not required	Required	Not required	Not required	Required	Not required	Not required	Not required	Not required	Not required
c. HSSE Critical Activity	<input type="checkbox"/> No <input type="checkbox"/> Yes	Required	Required	Required	Not required	Not required	Not required	Required	Not required	Required	Not required	Not required	Not required

Required
 Consider
 Not required

Appendix II: Contract Health Controls

Specific Health Control	Expectations
Health Management	<ul style="list-style-type: none"> Health risks of the contracted activities are managed through a health management system
Health Risk Assessment	<ul style="list-style-type: none"> Health risks of all contracted activities are assessed Exposure monitoring is conducted, where indicated by risk assessment Medical surveillance is conducted, where indicated by exposure monitoring HRA action items are implemented
Fitness to Work	<ul style="list-style-type: none"> LNG Canada Project execution team, EPC and work site Prime Contractor organizations tasks/activities requiring a medical evaluation for FTW are identified FTW is conducted by a competent medical examiner There is a process to initiate a "with cause" FTW evaluation whenever: <ul style="list-style-type: none"> The worker returns to work after a serious health condition (e.g. after a major surgery) LNG Canada Project execution team, EPC and work site Prime Contractor organizations expresses concern about a worker's ability to work (e.g. due to possible illness) LNG Canada Project execution team, EPC and work site Prime Contractor organizations supervisor expresses concern about the worker's fitness to work (e.g. due to substance use)
Medical Emergency Response (MER)	<p>LNG Canada Project execution team, EPC and work site Prime Contractor organizations' MER plan and procedures can achieve:</p> <ul style="list-style-type: none"> Competent first aid AND defibrillation within 4 minutes of any injury/illness Stabilisation by a medical professional within 1 hour of any injury/illness Transfer to a hospital within 4 hours any injury/illness <p>To achieve the above:</p> <ul style="list-style-type: none"> MER initiation procedures are specified in the MER Plan, and are communicated to all workers A first aid and defibrillation training program has been established for designated first aiders There are adequate numbers of first aiders, first aid boxes and defibrillators on site Regular MER drills are specified in the Prime Contractor and Implementation Contractor Organizations' HSE Plan and carried out. Ambulances are adequately equipped for medical support and the safety of the patient, driver and passengers. The MER plan identifies the local health facilities that will be utilized in the event that higher level care beyond site capabilities is required.
Hearing Conservation	<ul style="list-style-type: none"> All tasks and areas where noise levels could result in NIHL are identified and assessed Noise exposures are kept below 85dB (A) 8hr TWA, and below 140dB (C) peak level Hearing protection zones are established, and signposted, for areas where the noise levels exceed 85dB (A) Workers who enter hearing protection zones are trained on noise hazards, are required to wear hearing protection, and are provided with suitable hearing protection equipment Medical surveillance (audiometry) conducted, where specified by noise monitoring
Food and Water Safety	<ul style="list-style-type: none"> Food handlers are trained in good hygiene practices (GHP) Building and equipment requirements are suitable Sanitation of the facilities and equipment are maintained There are controls on handling raw materials, food and waste. Food and drinks for sale to the public are consumer-labelled There is a process for FTW evaluation of food handlers A food safety management system is implemented The food safety management system is applied The food safety management system (MS) is in line with Hazard Analysis Critical Control Point (HACCP). (Note: To be in line with HACCP, the MS must include all 7 elements below): <ul style="list-style-type: none"> Conduct a hazard analysis Determine critical control points Establish critical limits Establish monitoring procedures Establish corrective actions Establish verification procedures Establish record keeping and documentation procedures
Alcohol and Drugs	<ul style="list-style-type: none"> A substance use policy/procedure exists, and outlines: <ul style="list-style-type: none"> standards of behaviour awareness training rehabilitation testing, and disciplinary measures The policy/procedures are adequately communicated to all workers The policy/procedures are implemented

Asbestos and RCF	<ul style="list-style-type: none"> • All work on and removal of asbestos/RCF is done in accordance to an asbestos/RCF procedure, which specifies: <ul style="list-style-type: none"> ▪ enclosure, segregation and signposting of the work area that may be contaminated ▪ protective clothing and respiratory protection ▪ personal hygiene facilities ▪ waste collection, labelling and disposal; ▪ exposure monitoring and clearance testing ▪ appointment of an authorised person or an approved sub-Prime Contractor
Fatigue	<ul style="list-style-type: none"> • HSSE critical positions whose work arrangements pose a risk of fatigue are identified and recorded. • Fatigue risk management plan for each HSSE critical position is defined. • Fatigue risk management awareness training is given for supervisors who need to apply the fatigue risk management plan.
Health Promotion	<ul style="list-style-type: none"> • A workplace health promotion program (WHPP) which targets the following is implemented: <ul style="list-style-type: none"> ▪ modifiable cardiovascular risk factors (e.g. diet, exercise, smoking, obesity), and ▪ common local causes of morbidity and mortality ▪ Sexually Transmitted Infection (STI) screening and education ▪ Access to birth control and contraception (Condoms) materials
Worker Welfare	<ul style="list-style-type: none"> • Establish a Workers accommodation worker welfare committee responsible for monitor and management of worker welfare issues, concerns and initiatives including spiritual, physical and intellectual. • Workers have access to confidential counselling for Health related (e.g. mental health, STI's, etc.) related issues e.g. stress, traumatic events, grief, addiction and substance use. • Ensure Workers have access to additional off site 24/7 Crisis Support either through their respective company EAP (Employee Assistance Programs) or through a project provided crisis service.

Appendix III: Fitness to Work

1. Purpose and Scope

The LNG Canada Project is committed to the safe and reliable construction of our facilities. Given the nature of the LNG Canada Project, commitment on the part of LNG Canada Project execution team, EPC and work site Prime Contractor organizations and workers to accept responsibility for their own safety and fitness to work, and the safety of others, is required. This commitment encompasses conduct or behaviour onsite and offsite that may adversely affect a worker's ability to safely and reliably perform their duties on site, and includes a pre-site access medical evaluation to establish fitness to work and testing for alcohol and specified drugs. As such, all LNG Canada Project execution team, EPC and work site Prime Contractor organizations, including their service providers, must ensure that workers deployed on behalf of the respective organizations (directly or indirectly) to any LNGC work site or office are fit to safely and reliably perform their work duties, and that these workers remain fit for duty throughout their work shift.

The Fitness to Work Plan includes:

- LNG Canada Project execution team, EPC and work site Prime Contractor organizations Alcohol and Drug Policies (as applicable)
- Work Performance and Health expectations set out in Section 2 below in respect of ongoing assurance of each worker's Fitness to Work
- Training requirements
- Requirements for the protection of personal information ([Section 6](#))

Any deviations from the requirements of this Fitness to Work Plan or related procedures will require prior written approval of the LNG Canada Plant Project Director and be documented following the HSSE MOC process defined in **CWPP 0011**.

LNG Canada Project execution team, EPC and work site Prime Contractor organizations management and supervision (as applicable) shall ensure implementation of this Fitness to Work Plan and related procedures within their areas of accountability.

2. Work Performance and Health Expectations – Fitness for Work Requirements

2.1. Pre-Site Access Fitness for Work Assessments

- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations must have a process in place to evaluate Fitness to Work. It will include completion of Pre-Access Medical Assessments, which is the responsibility of Prime Contractor and Implementation Organizations for each worker mobilized to a LNG Canada work site or facility. Upon hire or selection to work at LNG Canada's work sites and facilities, each LNG Canada Project

execution team, EPC and work site Prime Contractor Organizations worker must successfully complete a pre-access medical Fitness to Work evaluation in accordance with Section 4.13 of the Construction Execution Health Plan and Section 2.2 of this Appendix. This Assessment is to be maintained by the LNG Canada Project execution team, EPC and work site Prime Contractor organizations and is not to be submitted to the on-site health facility.

- In addition, a completed medical questionnaire should be submitted by the worker directly to staff at the on-site health facility, which will be used to assist in any health assessment by the LNG Canada on-site health facility when on site medical assistance for the worker is required.
- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations shall put in place a procedure to review, process, and store this personal information through duly authorized medical staff and in compliance with the Personal Information Protection Act of BC, the Freedom of Information and Protection of Privacy Act and the E-Health Act, where applicable.
- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations shall take appropriate technical and organisational measures against unauthorised or unlawful processing of personal information and must ensure a level of security appropriate to the harm that might result from unauthorised or unlawful processing having regard to the sensitivity of the information.

2.2. Job Planning and Execution

- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations management and supervision, as applicable, will ensure that workers are fit to work and comply with this Fitness to Work Plan.
- LNG Canada Project execution team, EPC and work site Prime Contractor organizations workers who are unsure of their fitness to work, for any reason, while on site will notify their management and supervision who will involve the on-site health facility to perform a Fitness to Work assessment.
- As part of a Job Hazard Assessment (“JHA”), or the daily pre-task meeting process, all LNG Canada Project execution team, EPC and work site Prime Contractor Organizations workers executing work must identify any limitation in their ability to perform work tasks.
- When a LNG Canada Project execution team, EPC and work site Prime Contractor Organizations worker signs off on a Construction Task Specific Permit, an Operations Permit to Work (“PTW”), daily pre-task meeting, JHA, or any other job specific HSSE meeting, this will indicate that the worker acknowledges and confirms that they are fit to perform the stated tasks.

2.3. Fit for Duty Status

- Sleep deprivation, illness, off the job injury, medications, alcohol, drugs, and mental health issues are examples of what could cause a worker to be unfit to work

- If taking prescription authorized or over-the-counter medications which may cause drowsiness, dizziness or other potential adverse side-effects affecting their ability to work safely while on site, workers will notify their management or supervision (as applicable) who will involve the on-site health facility professionals in a Fitness to Work assessment
- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations workers must remain Fit for Duty when scheduled to be on call.
- Prime Contractor and Implementation Organizations and workers are expected to abide by any requirements from the on-site health facility or other medical professionals regarding work restrictions
- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations in consultation with the on-site health facility professionals, and human resources or labour relations as required, will address any situation when a worker is not Fit for Duty on LNG Canada Project Work Sites and Facilities
- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations will ensure there is a prohibition on assigning a worker to activities where a reported or observed impairment (for example fatigue) may create an undue risk

2.4. Job Demands Analysis (“JDA”)

- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations will perform detailed evaluations of the physical demands and occupational health hazards of their respective work scope based on the HRA and documented demonstration of ALARP. This must be completed by the LNG Canada Project execution team, EPC and work site Prime Contractor organizations and used to evaluate a worker’s fitness to work for a position and when a worker returns to work following an injury / illness.
- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations positions will be categorized by job requirements that are part of a broad program of assessment and monitoring including:
 - Physical Demands – e.g. climbing stairs and ladders, working at heights, general driving, driving over rough terrain, bending, crawling etc. Levels will be consistent with the Workers’ Compensation Board (“WCB”) of BC classifications for sedentary to heavy physical activity scales for quantifiable job activities
 - Occupational Health Hazards – potential hazards in the workplace such as repetitive tasks, chemicals, temperature extremes, noise, etc.
 - JDAs will be assessed and renewed based on identified hazard exposures, work environment changes, process changes, or changes in work assignments

2.5. Management of Fitness to Work

Job Demands Analysis are used for pre-site access medical fitness to work assessments, health surveillance testing, and continuing evaluation of fitness for

duty. Assessment results will be categorized by the LNG Canada Project execution team, EPC and work site Prime Contractor organizations as follows and shall, as a minimum, be cross referenced to LNG Canada Performance Monitoring and Reporting (PMR) Guidelines or Bureau of Labour Statistics (BLS) /OSHA Injury and Illness Record Keeping Guidelines:

- fit
- fit with restrictions, or
- unfit

For the purposes of the PMR, restricted work occurs when a worker:

- Is kept from performing one or more routine job function(s) – activities the employee performs at least once per week; or
- Is kept from working a full workday – not including the day of injury/illness onset;
- A physician or licensed health care professional recommends either above; or
- When the injured or ill employee is assigned to job other than their normal job for part of the day. If the transfer becomes permanent, Restricted Work stops.

LNGC's goal is to assist in the recovery of injured workers and support a safe and timely return to work. To achieve this goal, opportunities for modified duties and/or schedule are to be considered. Case identification and disability management (modified work program as defined by the Worker's Compensation Board of BC) are imperative for a quick, successful return of all ill or injured LNG Canada Project execution team, EPC and work site Prime Contractor Organizations workers. As an established industry best practice in BC, this is accomplished by:

- Ensuring workers, supervision and management are trained on this program; using the training materials and posters available as industry best practice on the WCB of BC website as a minimum
- A continuous and proactive approach to promote early safe return to work, physical conditioning, and monitoring
- A thorough assessment of the impact of work and non-work related illness or injury prior to assignment of alternative work duties

Where required, LNG Canada Project execution team, EPC and work site Prime Contractor Organizations management or supervision will make reasonable efforts to provide alternative productive work duties.

2.6. Fitness to Work / Employee and Family Assistance

If assistance is required for any Fitness to Work concerns, workers may contact their management, supervision, labour provider, labour relations, health services professionals, or human resources representative, as applicable.

All workers on LNGC Work Sites and Facilities are encouraged to contact the LNG Canada Project execution team, EPC and work site Prime Contractor organizations labour providers' off-site Employee and Family Assistance Program ("EFAP"), where available, with respect to any personal issues that may be affecting their work performance.

Appendix IV: Alcohol and Drugs

1. Testing for Alcohol and Drugs

1.1. Alcohol and Drug Policy Requirements

All LNG Canada Project execution team, EPC and work site Prime Contractor Organizations workers are required to meet all standards and prohibitions as outlined in their respective employer's Alcohol and Drug Policy.

LNG Canada Project execution team, EPC and work site Prime Contractor Organizations must submit a LNG Canada Project specific alcohol and drug policy and related procedures for LNG Canada Construction and HSSE management to review. The policy must include requirements for site access alcohol and drug testing and the provision for reasonable cause and post incident testing (in line with the contract requirements). At a minimum, LNG Canada Project execution team, EPC and work site Prime Contractor organizations alcohol and drug procedures shall identify their testing laboratory(s), Medical Review Officer(s) (MRO), Designated Employer Representative(s) (DER) and confirm that testing accounts have been set up with an approved laboratory or third-party Administrator (TPA); and incorporate any additional requirements prescribed by the LNG Canada Project.

LNG Canada Project execution team, EPC and work site Prime Contractor Organizations will communicate and distribute the Fitness to Work Plan and related procedures (in compliance with LNGC Project Procedures) to their various local union affiliates that will have members performing work at the LNGC Work Sites and Facilities.

2. Reasonable Cause and Post Incident Testing

2.1. Reasonable Cause Testing

- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations have the responsibility to require any worker on a LNGC work site or facility to confirm that they are in compliance with the relevant LNG Canada Project execution team, EPC and work site Prime Contractor organizations Alcohol and Drug Policy by consenting to and testing for alcohol and specified drugs. If, after completion of the Reasonable Cause A&D Testing Checklist (see [Attachment B](#)) by LNG Canada Project execution team, EPC and work site Prime Contractor organizations, as applicable, the determination is made that the worker may be unfit to perform work due to impairment from the use or after effects of alcohol or drugs.

2.2. Post Incident Testing

- Investigation of all workplace incidents having the potential to significantly affect safety of individuals, the environment, or the reputation of the LNGC (see Post Incident testing criteria in [Attachment C](#)), may include post-incident alcohol and

drug testing for any worker whose actions could have contributed to the occurrence of the workplace incident.

- A decision to proceed with alcohol and drug testing for all workers whose acts, omissions or decisions could have been a contributing factor in the cause of any work related incident will be made by the immediate supervisor and/or investigation team in accordance with the provisions of the [Post Incident A&D Testing Checklist](#).

2.3. Testing Procedures

- To carry out Reasonable Cause and Post Incident alcohol and drug testing, Reasonable Cause and Post Incident A&D Testing respective Checklists must be completed by at least two LNG Canada Project execution team, EPC and work site Prime Contractor organizations (as appropriate) management and/or supervision trained in implementing this Fit For Duty Plan. The sign off shall be a line supervisor/manager responsibility with oversight by the respective HSSE Departments. The Checklists, as applicable, must be completed and signed off by line supervision/management before escorting the worker to the on-site health facility or designated facility prior to on site facility being set up for testing.
- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations (management or supervision) shall confidentially facilitate and document the required testing, as well as take reasonable steps to protect the privacy of any worker who is escorted to the on-site health facility or other approved testing facility for alcohol and drug testing, or other medical facility for the purposes of medical evaluation, until such time that the worker is placed in the care of the medical facility or testing provider. To preserve the integrity of the test results, any worker required to complete alcohol and drug testing for Reasonable Cause or Post-Incident must remain supervised and escorted until the time of testing.
- The completed Reasonable Cause A&D Testing and Post Incident A&D Testing Checklists, as appropriate, must be provided by LNG Canada Project execution team, EPC and work site Prime Contractor organizations management or supervision, as applicable, to the on-site health facility or other approved testing facility. The worker's employer shall have appropriate arrangements and process for secure retention and storage of the checklists in compliance with privacy requirements.
- Safe worker transport / management after testing

2.4. Non-Compliance- Post Incident or Reasonable Cause Testing

LNG Canada Project execution team, EPC and work site Prime Contractor Organizations' workers will be considered in non-compliance with the LNGC Work Sites and Facilities Alcohol and Drug Policy in the following circumstances:

- Refusing to submit to an alcohol and drug test required pursuant to this Fitness for Work Plan;

- Causing undue delay in submitting to an alcohol and drug test required pursuant to this Fitness for Work Plan;
- Interfering or attempting to interfere with the integrity of an alcohol or drug test sample required to be provided pursuant to this Fitness to Work Plan;
- When both the screening and confirmation tests for alcohol (approved evidential breath alcohol testing device) are equal to, or in excess of, 40 mg/100 ml (0.04%); or
- When both the screening and confirmation levels for the specified drugs tested for were detected at levels equal to or in excess of the limits set out in the relevant LNG Canada Project execution team, EPC and work site Prime Contractor organizations' Alcohol and Drug Policy, or such other rule (e.g. COAA A&D Canadian model) as adopted by the LNG Canada Work Sites and Facilities Alcohol and Drug Rules and procedures.

2.5. Testing Arrangements

- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations must maintain an account at a laboratory certified by the Substance Abuse and Mental Health Services Administration of the United States Department of Health and Human Services ("SAMHSA") or a competent testing facility affiliated with a SAMHSA certified laboratory, and with a Medical Review Officer.
- In addition, alcohol and drug tests must be administered by a service provider that conducts testing in accordance with the LNG Canada standards.
- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations or the on-site health facility on behalf of LNG Canada Project execution team, EPC and work site Prime Contractor organizations, as applicable, may use high-quality kits for reliable and accurate point of collection testing ("quick tests") for initial screening provided that all samples are subsequently forwarded for reliable and accurate validity/confirmation at a testing lab certified by SAMHSA under the National Laboratory Certification Program.
- Breath alcohol levels must be measured by using approved evidential breath alcohol testing devices.

3. Standards and Procedures

3.1. Test Results

- For compliance with this Construction Execution Health Plan, the tests must conclude that alcohol and the specified drugs tested for were not detected at levels equal to or in excess of the limits set out in the relevant LNG Canada Project execution team, EPC and work site Prime Contractor organizations' Alcohol and Drug Policy, or such other rule (e.g. COAA A&D Canadian Model)

as adopted by the LNGC Work Sites and Facilities and indicate no evidence of interference with the integrity of the sample.

- For all non-negative tests:
 - For any worker in non-compliance due to testing $\geq 0.04\%$ breath alcohol concentration (BAC), and/or equal to or in excess of the drug limits pursuant to LNG Canada Project execution team, EPC and work site Prime Contractor Organizations Alcohol and Drug Policy and / or LNGC rule, the worker must not be permitted to return to work and further steps must be taken in accordance with the Consequence Management Section of this Appendix.
 - For any worker who tests below the alcohol or drug limits, but not at zero, a risk evaluation by a worker's direct supervisor and management, assisted by LNG Canada Project execution team, EPC and work site Prime Contractor Organizations Area Construction Lead or designate and their respective HSSE Departments must be completed. The worker may also be required to complete further evaluation to determine Fitness to Work at the discretion of LNG Canada or LNG Canada Project execution team, EPC and work site Prime Contractor Organizations' supervision or management (as applicable) in consultation with the on-site health facility or designated temporary facility if the on site facility prior to on site facility being operational.
 - Any LNG Canada Project execution team, EPC and work site Prime Contractor Organizations' worker who has a positive screening and confirmed BAC reading between 0.02% and 0.039% will be temporarily removed from the LNGC Work Sites and Facilities and must voluntarily submit to a breath alcohol test before returning to work at LNGC worksites or facilities and test below 20 mg/100ml (0.02%).

3.2. Consequence Management

- Where reasonable cause or post incident testing is carried out at the on-site health facility and breath alcohol or specified drug test results are equal to or in excess of the limits set out in the relevant LNG Canada Project execution team, EPC and work site Prime Contractor Organizations' Alcohol and Drug Policy, or there is suspected interference with the integrity of the sample, or in the event of inconclusive test result, LNG Canada Project execution team, EPC and work site Prime Contractor Organizations have the responsibility to ensure that the worker does not perform work prior to receiving the test results and that arrangements are made for the worker to be escorted safely to their local place of residence (this includes on site accommodation village) from the LNGC Work Sites and Facilities.
- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations providing workers to LNGC Work Sites and Facilities shall not deploy or continue to engage a worker who is known to be non-compliant with

LNG Canada Project execution team, EPC and work site Prime Contractor Organizations' alcohol and drug policy (as applicable) or this plan.

- LNG Canada Project execution team, EPC and work site Prime Contractor Organizations are expected to follow the Consequence Management requirements by arranging for the completion of worker assessments with qualified substance abuse experts/health professionals for the worker in such circumstances (SAP assessments). Assessments must be followed with appropriate discipline and/or treatment and aftercare programs, including the implementation of unannounced testing and return to work agreements, where appropriate.
- Upon notification that a worker is non-compliant with the LNG Canada Project execution team, EPC and work site Prime Contractor Alcohol and Drug policy or this plan, the LNG Canada Project execution team, EPC and work site Prime Contractor organizations will ensure site established communication protocols are followed to prevent the worker from accessing the LNGC work sites and facilities until such a time that the worker has undergone the appropriate assessment, treatment (if required), and agreed to fulfill all the terms and conditions of a return to work plan.
- Consequences for breaches of return to work agreements must be considered from the perspective of the potential safety impact at the LNGC Work Sites and Facilities, and the removal of the worker must be considered in the circumstances.
- All communication related to compliance with this Fitness to Work Plan will ensure the worker's privacy is protected and personal information shared only on a need-to-know basis. Furthermore, all such communication shall be conducted in compliance with LNG Canada Project execution team, EPC and work site Prime Contractor Organizations' internal Privacy Policies (as applicable), the Personal Information Protection Act of BC, the Freedom of Information and Protection of Privacy Act and the E-Health Act where applicable.
- Any action taken, including assessments or return to work resulting from an LNG Canada Project execution team, EPC and work site Prime Contractor Organizations' worker being found to be non-compliant with the Alcohol and Drug Policy, will be made in accordance with this Fitness to Work Plan.
- Re-entry onto the LNGC worksites and facilities will require review using the Consequence Management process defined in CWPP 0012 in compliance with LNG Canada Project execution team, EPC and work site Prime Contractor Organizations internal Privacy Policies (as applicable), the Personal Information Protection Act of BC, the Freedom of Information and Protection of Privacy Act and the E-Health Act, where applicable.

[Attachment A – Glossary of Terms](#)

[Attachment B – Reasonable Cause](#)

[Attachment C - Post Incident Checklist](#)

Attachment A – Glossary of Terms

Alcohol Testing – refers to the collection of a sample, screening analysis and confirmation testing for alcohol concentration in blood using a Breath Analyzer.

Continuous Employment means without lay-off or termination of employment.

Contractor – any company or individual that is not a LNG Canada subsidiary or employee, but is hired under contract to provide services over which LNG Canada has direct influence.

Drug Testing –

- Site Access Testing: refers to the collection of a sample, screening analysis, and confirmation testing for the presence of amphetamines, cocaine, marijuana, opiates, and phencyclidine in urine or saliva, and/or other specified drugs.
- Testing for cause or post incident will consist of the 10 panel (amphetamines, cocaine, opiates, PCP & THC, barbiturates, benzodiazepines, methadone, oxycodone & propoxyphene).

Emergency Work – when an individual is required during an emergency in which they have the expertise required to analyze or repair Process, Construction/ Project Facilities or equipment. They will be classified as an emergency worker and will be escorted and always supervised by a LNG Canada or Contractor representative (as applicable) when on the Project or Facility Owner premises. In such situations, approval will be required from the Project Construction Manager or designates, Project Construction Lead or designate. Emergency workers are required to comply with all other aspects of this work practice but medical fitness to work assessments or JDA processes may be excluded, depending on the circumstances.

LNG Canada Participating Site - refers to any LNG Canada work site or operating facility which has a “pre-access” and/or “RSAP” procedure which meets or exceeds a LNG Canada P&T Onshore Projects procedure.

Periodic Meetings, Inspections, Audits – refers to Individuals authorized to carry out periodic meetings, inspections, or audits, and includes any follow up visits associated with such meetings, inspections, or audits. They will be escorted and always supervised by an authorized LNG Canada or Contractor representative (as applicable) when on LNG Canada P&T or Facility Owner premises. Approvals and general compliance shall be as defined under "Emergency Work" above.

Reasonable Cause Test – testing in respect to events occurring or conditions existing on LNG Canada Project work sites that may include, but are not limited to:

- observed use of drugs or alcohol
- the smell of alcohol
- slurred speech patterns
- repeated errors or other unexplained changes in job performance such as patterns of absenteeism or lateness
- disoriented behaviour or drowsiness
- glassy eyes, flushed face
- unsteadiness in walking, standing, etc

- erratic or unusual behavior; and/or unsafe conduct

LNG Canada Projects Construction Site - includes, but is not restricted to, all land, property, structures, installations, vehicles and equipment owned, leased, operated or otherwise directly controlled by the Project or under the Project operating authority.

Safety Sensitive Position - those positions that are (i) classified in accordance with the LNG Canada Project execution team, EPC and work site Prime Contractor Organizations' respective Alcohol and Drug Use Policies and, in addition, (ii) those listed in the **LNGC Safety Sensitive Positions Table**.

Significant Incident – as a minimum, any actual or potential incident with a consequence rating 3 or greater based on LNG Canada's Risk Assessment Matrix ("RAM"). All recordable injuries, regardless of RAM ranking must also be evaluated for testing.

Examples include, but are not limited to:

- P (people) – Major injury or health effects (including Permanent Partial Disability and Occupational Illness). Effecting work performance in the long term, such as a prolonged absence from work. Irreversible Health Damage without loss of life (i.e. noise induced hearing loss, chronic back injuries, sensitization, hand/arm vibration syndrome, repetitive strain injuries).
- A (assets) – Plant or project partly (shut) down. Process/Project activities can (possibly) be restarted. Estimated costs below \$1,000,000
- E (environment) – Limited discharge of known toxicity. Repeated breach of environmental legislation, regulations or rules relating to vapour release, odour, smoke, ozone depleting substances, air quality, water, Transportation of Dangerous Goods, hazardous wastes, wildlife, etc.
- R (reputation) – Regional public concern, numerous complaints, extensive negative attention in local media, slight national and/or local/ regional/ national policies with potentially restrictive measures and/or impact on grant or licenses. Mobilization of action groups. Unplanned fire or explosion, major vehicle accident or improper operation of a construction major equipment (includes all mobile equipment), crane upset or failure, structural failure that could be related to worker error, electrical contact, ground fall (geotechnical), radioactive source failure, etc.

Visitor – An individual who visits Project Construction sites on a temporary basis. It includes all sales representatives, consultants, union officials, LNG Canada staff and contractors and guests on an authorized tour, non-regular delivery drivers, prospective Project Construction and contractor new hires, prospective Project Construction or Contractor service providers or contractors, Federal and Provincial regulatory personnel, etc. Visitors must have a confirmed appointment and be escorted and supervised by a LNG Canada Project representative (which may include an authorized Contractor representative) at all times when on LNG Canada Construction sites. Their name cannot be on the Site Suspension list and they are required to sign the Visitor's Agreement form. Visitors are required to comply with all other aspects of this Fitness to Work Procedure

but medical fitness to work assessments or JDA processes may be excluded, depending on the circumstances.

Attachment B – Reasonable Cause Checklist

Employee Name: _____

Company Name: _____

Date: _____

Workplace/Project Name: _____

ID / Brass: _____

Job Title: _____

Put check marks against the phrases that best describe this employee's/worker's behaviour. **Add as much information as you can** that may assist in clarifying the situation, including date and time, as well as any witnesses to the behaviour you are describing.

Observation		Dates/Time	Enter observation details
<input type="checkbox"/> <input type="checkbox"/>	Observed use of alcohol or drugs ¹		
<input type="checkbox"/> <input type="checkbox"/>	Smell of alcohol or drugs ¹		
<input type="checkbox"/> <input type="checkbox"/>	Signs of intoxication (slurred speech, confusion, inarticulate speech, dilated pupils / glazed eyes, uncoordinated movements) ²		
<input type="checkbox"/> <input type="checkbox"/>	Signs of hangover (fatigue, thirst, headache, nausea, sensitivity to light / sound, shakiness, mood disturbances, bloodshot eyes, decreased ability to concentrate, dizziness) ²		
<input type="checkbox"/> <input type="checkbox"/>	Marked changes in appearance (neglect of personal grooming, extreme weight loss/gain) ²		

<input type="checkbox"/> <input type="checkbox"/>	Changes in Workplace Behaviour (Interrupts others work, repeated errors or other unexplained changes in job performance such as patterns of absenteeism or lateness) ²		
<input type="checkbox"/> <input type="checkbox"/>	Erratic or unusual behaviour (Interrupts others work, argumentative, physically threatening, overreaction to situations) ²		
<input type="checkbox"/> <input type="checkbox"/>	Unsafe Conduct (Disregard for safety of self/others, takes needless risks Interrupts others work) ²		
<input type="checkbox"/> <input type="checkbox"/>	Other observations/factors ²		
Do Reasonable Grounds for testing exist? <input type="checkbox"/> Yes <input type="checkbox"/> No			
Supervisor:			
	Name (print)	Signature	
Project/Dept. Manager OR Designate			
	Name (print)	Signature	
Construction/ Operations Manager OR Designate			
	Name (print)	Signature	

1. This observation, either on their own or in conjunction with any of the other observations on this list, constitutes reasonable cause for testing.
2. This observation would only constitute reasonable cause for testing if noted together with the 1st or 2nd observation on this list. If this observation is noted on its own, or in conjunction with any observation on this list other than the 1st or 2nd observation, consideration should be given to referring the individual worker to Project Health Services for fitness to work assessment.

Attachment C - Post Incident Checklist

Date of Incident			
Incident Location			
Incident Description			
Could worker error have contributed to incident? Comments	<input type="checkbox"/> Yes* <input type="checkbox"/> No		
actual RAM rating (circle)*	P = 0, 1, 2, 3, 4, 5	A = 0, 1, 2, 3, 4, 5	E = 0, 1, 2, 3, 4, 5 R = 0, 1, 2, 3, 4, 5
potential RAM rating (circle)	P = 0, 1, 2, 3, 4, 5	A = 0, 1, 2, 3, 4, 5	E = 0, 1, 2, 3, 4, 5 R = 0, 1, 2, 3, 4, 5
Is post incident A&D testing mandatory? (mandatory for all incidents with actual RAM ≥ 3 for PAER if worker error could have contributed*)	<input type="checkbox"/> Yes** <input type="checkbox"/> No		
For any other incident, is post incident testing recommended? (it is LNG Canada management (Construction & HSSE) discretion whether testing should be done in non-mandatory situations)	<input type="checkbox"/> Yes** <input type="checkbox"/> No		
** If yes (testing to be done), who is to be tested? consider: • minimum all signatories on safe work permit • minimum all involved in execution of HSSE hazardous task • those involved in execution of HSSE critical task, if appropriate • for process-related incident - all involved in activities/open permits in area at the time	Employee/worker Name	Employee/worker Company	Role
1st Management/Supervision Person's Name & Signature			Date:
2nd Management/Supervision Person's Name & Signature			Date:
Discussion between Management & Supervision Persons			
Actions/Comments			

(Is medical assessment warranted?)