

SAFETY COMPLIANCE STATEMENT

FrieslandCampina wants all its employees, suppliers and visitors to return home safely and unharmed. It is our belief that all accidents can be prevented. We expect that every employee, supplier and visitor takes the responsibility and accountability for his own safety and the safety of others.

This Safety Compliance Statement applies to all FrieslandCampina suppliers and their subsidiaries, affiliates, and subcontractors (each a **"Supplier"**) that will be present at a FrieslandCampina location when delivering goods or services to FrieslandCampina.

7 LIFE-SAVING RULES

At a minimum, we require that all suppliers of FrieslandCampina meet the 7 Our Life-Saving Rules:

I am Safe:



- **I do not put myself and others in danger.**
- I know the hazards and related risks of my work, the applicable safety procedures and work accordingly.
- I work together with my colleagues on creating a safe working environment.
- I confront others about unsafe conduct.
- I appreciate feedback if there are doubts about whether I am working safely or not.
- I report unsafe situations.

LOTOTO:



- **Verify isolation before work begins and use specified life protecting equipment.**
- Identify and understand the potential risks from all energy sources.
- Isolate all energy sources.
- Release & secure all stored energy.
- Lock Out / Tag Out all energy isolation devices.
- Ensure the owner of the installation places a lock, then all persons executing the job place their personal lock.
- Try Out all circuits & equipment.

Work Permit & LMRA:



- **All work that is not part of the normal production process is subject to a mandatory Work Permit.**
- Ensure the issuer & executer jointly inspected the location before starting work, and agreed how to define end of the work.
- Was formal authorization obtained from the owner before starting the work?
- Was the LMRA used?
- Restricted work areas must be clearly indicated and secured.
- Check with owner whether it is safe to "start up" again.
- Work permits have to be re-issued every 24 hours.

Internal Transport:



- **Apply full separation of pedestrians and transportation vehicles.**
- Define and implement a traffic plan on site.
- Use internal transport vehicles only if you are authorized to do so.
- Wear visibility (reflecting) jackets or vests when you have to be outside the walkways.
- Use the transport vehicle only for what it is intended for.
- Always use the seatbelt.

Working at Heights:



- **Use a suitable fixed or mobile platform, railing or fall arrest when fall height is above 1.8 m / 6 ft. or a fall risk within 1.8 m/6 ft.**
- Obtain formal authorization for using fall arrest.
- Inspect fall arrest equipment before using it.
- Prepare and discuss a rescue plan before starting (how to act in case of a fall).
- When climbing a ladder, always maintain three points of contact. Working on ladders is not allowed.
- Restrict access to the danger zone below the work in progress.

Confined Space:



- **Identify and highlight confined spaces that require a permit to enter.**
- Only enter a confined space with a work permit.
- Determine if the atmosphere is safe, before and during the entry.
- Obtain authorization before entering a confined space.
- Prepare and authorize a rescue plan.
- Apply lock out, tag out and try out on all energy sources including chemicals.
- For every confined space entry an instructed "stand by person" is mandatory.

Road Safety:



- **Everyone shall show exemplary Road Safety behavior: drive responsibly.**
- Avoid using your mobile phone as much as possible whilst driving. No conference calls whilst driving.
- Always use hands free.
- Do not send or read text messages, apps, emails, etc.
- Do not use medicine, alcohol or drugs before and whilst operating a vehicle.
- Do not exceed speed limits or breach traffic legislation.
- Always wear your seatbelt.

COMPLIANCE

The Supplier must train all its employees and workers about the 7 Life-Saving Rules so that employees understand the content and are able to follow the rules on our locations.

The Supplier shall also comply with all applicable laws and regulations with respect to safety as well as any safety policies or procedures set by a FrieslandCampina site or any safety directions given by the location manager of FrieslandCampina.

RISK ASSESSMENT

The Supplier shall prepare and submit a completed risk assessment document prior to commencing the works under the contract. This document shall be used to record the Supplier's assessment of the risk and risk control methods to be employed by the Supplier. Before commencing the work, the risk assessment must be approved by the SHE manager of the FrieslandCampina location. This risk assessment must at least include an overview of: activities, hazards, effect, risk quantification and control measures. For high risk activities, the Supplier shall prepare a Job Safety Analysis which must be approved by the SHE manager of the FrieslandCampina location.

PROJECT SAFETY PLAN

Prior to commencing work under the agreement, the Supplier must cooperate with FrieslandCampina in the creation of the project safety plan (PsP). The Supplier shall participate in a workshop to align on SHE targets; participate in the overall risk assessment

and approval process; and take the actions necessary within its organization to ensure the PsP is implemented when performing the work at the FrieslandCampina site.

REPORTING

The Supplier shall report all accidents in relation to the work provided to FrieslandCampina that results in Lost Time Accident ("**LTA**"), Restricted Work Case ("**RWC**"), Medical Treatment Accident ("**MTA**") and First Aid Case ("**FAC**") directly to the contact person of the FrieslandCampina location. This must be done as soon as possible and no later than 12 hours after the accident. Fatal accidents, accidents resulting in permanent injury and high potential near misses that could have caused severe personal injury must be reported promptly to the location manager of FrieslandCampina.

After an accident FrieslandCampina may request an investigation. The investigation will be led by FrieslandCampina and the Supplier will be part of the investigation team. The Supplier must fully participate in the accident investigation.

NON COMPLIANCE

FrieslandCampina will assess the Suppliers' compliance with this Safety Compliance Statement, and any violations of this Safety Compliance Statement may jeopardize the Supplier's business relationship with FrieslandCampina, up to and including termination.

In the event of an unsafe situation, Supplier shall immediately (i) stop the performance of the work or execution of the services that may be exposed to risk and (ii) submit to the contact person, upon request, a completed risk assessment form. Supplier shall also take such action as is required by applicable laws and the FrieslandCampina management.

If the location manager notifies that the Supplier is not complying with this Safety Compliance Statement, including the 7 Life-Saving Rules, or in any other way works in such a way that it may endanger the safety of FrieslandCampina's employees or the Supplier's employees, the Supplier shall promptly remedy that breach.

The location manager may direct the Supplier to suspend the work until such time as the Supplier satisfies the location manager that the work will be resumed in conformity with this Safety Compliance Statement and in a safe manner. During this suspension, FrieslandCampina may also suspend its obligation to pay the Supplier.

If the Supplier fails to rectify any breach of this Safety Compliance Statement for which the work has been suspended, or if the Supplier performance has involved in recurring breaches of this Safety Compliance Statement, this will qualify as a serious breach and FrieslandCampina has the right to terminate any or all agreements with the Supplier forthwith. In case of termination, FrieslandCampina's liability shall be limited to payment for the work performed and costs incurred by the Supplier up to the time of termination.

PROJECT/MRO (Maintenance Repair & Overhaul) SPECIFIC REQUIREMENTS

The following clauses are applicable depending on the type of work performed by the supplier. The SHE manager of the FrieslandCampina location will provide a more detailed instruction on the text below (e.g., the construction safety manual or a contractor safety booklet).

1. Personal Protective Equipment (PPE)

During the execution of the agreement the Supplier shall provide appropriate PPE to all involved workers including the subcontractors under its responsibility. The minimum PPE required are: safety shoes or safety boots, ear protection (ear plugs or earmuffs), a reflective vest with the company name printed on it and helmet. Other necessary PPE will be indicated in the risk assessment. PPE shall be in good condition and not compromise the safety of persons using the PPE.

2 Tools and equipment

The Supplier shall ensure that people working with tools and equipment are aware of the risks and hazards and are able to work safely with them. All tools and equipment must be safe to work with and not damaged. The Supplier shall inspect the tools and equipment before entering the FrieslandCampina location and replace if necessary. Tools and equipment includes (but are not limited to): all hand tools, electrical hand tools, cables and extension cords, power units, etc.

Electrical cabling must be isolated and wires must not be exposed. Safety caps must be in place and not be damaged. The casing of the tools must be in good condition and not exposing moving parts.

3 Hazardous substances

All hazardous substances like chemicals need to be properly labelled and recognizable. They need to be stored in a way that possible leaking cannot contaminate the soil, not placed near heat sources, not exposed to direct sunlight or rainwater and do not compromise the health of the people working with them. Amounts of hazardous substances that exceed 50 kg or 50 litres need to be on a portable spill tray.

Pressurized cylinders must be stored in a way that they cannot fall over. The pressurized cylinders must be on a trolley or rack with a chain or brackets. Cylinders must not be exposed to direct sunlight or rainwater and clearly labelled (content; empty, in use or full). Empty cylinders need to be discarded as soon as possible. Cylinders must not be placed in confined spaces.

4 Fire extinguishers

The Supplier shall use the appropriate fire extinguisher during the work. During hot work the Supplier needs at least 2 extinguishers of 5 to 6 kg each. The fire extinguishers needs to be inspected and approved at least once per year and must be in a good condition (no rust, labelled and secured).

5 Hoisting and lifting equipment

All hoisting and lifting equipment must be safe to work with and not damaged in a way that compromise the working or safety of the device. Hooks, bands, cables and chains must be inspected by the Supplier before use. Lifting installations and cranes must be certified and drivers must have an operating license. Before the hoisting or lifting activities the safety supervisor from the location must approve the activity. In some FrieslandCampina may require the Supplier to execute a hoisting and lifting plan and risk assessment. This will be decided upon during the risk assessment.

6 Scaffolding

Scaffolding material must be suitable for the job and in a good condition. Scaffolding material must be made of metal (wood/ bamboo is not allowed). The structure must comply with OSHA requirements.

Scaffold needs to be inspected by a certified scaffolding expert and at all times must bear a scaffolding tag.

7 Safety induction, meetings and training

The SHE manager of the FrieslandCampina location will provide safety induction and trainings. It is mandatory to participate in the inductions and trainings. Additionally, the SHE manager may require from the Supplier to set up and provide trainings workshops to its employees and subcontractors' employees. The PsP and risk assessment may also require the Supplier to plan safety meetings on a regular basis. The following safety meetings are mandatory: risk assessment meetings, toolbox meetings and safety progress meetings.

8 Location access control and project location access control

Before entering the FrieslandCampina location the Supplier must follow the safety induction provided by the SHE manager of the location. The content of the safety induction must be understood and followed up. For any specific project location at an FrieslandCampina location, specific instruction may be provided by FrieslandCampina before the Supplier may enter the project location. It is mandatory for the Supplier to provide proper barricades for the project site. The barricade must be constructed in a way that unauthorized people cannot enter the project site. The material used to barricade the project site must be discussed and agreed with the SHE manager of the FrieslandCampina location. The project site must have proper signing (indication of the use of PPE, indication of the project location, the Supplier and contacts in case of emergency). The SHE manager will provide the Supplier a (name) tag that allows the Supplier to enter the site and/ or project location.

9 Site safety supervision

The SHE manager of the FrieslandCampina location will appoint a safety supervisor. The safety supervisor will check the execution of the work and report to the SHE manager. The safety supervisor is authorized to stop the work when it is not safe or does not comply with the safety requirements agreed in this document and risk assessments. The Supplier may consult the safety supervisor whenever appropriate. The Supplier will appoint a single point of contact for safety. This contact needs to communicate on a day-to-day base with the safety supervisor in relation to safety. If the work is executed in shifts the Supplier's contact must be appointed per shift.

10 Environmental management

It is mandatory for the Supplier to avoid pollution of the environment at all times during the work at the FrieslandCampina location. This includes transportation to and from the site. All waste must be collected and disposed of in accordance with applicable law. Pollution (e.g. soil pollution after an oil spill or leakage of chemicals into the drains) must be reported promptly and not later than 12 hours to the SHE manager of the FrieslandCampina location.

This safety compliance statements consist of **5** sections, please tick the requirements that is relevant with your activities:

Section 1: LSR Road Safety for Third Parties

Section 2: Basic Safety Requirements

Section 3: Special Safety Requirements

Section 4: Power Hand tools Standard

Section 5: Supplier Safety, Health, and Environmental Management - Safety Performance

SIGNATURE FOR ACCEPTANCE

By signing this document the Supplier accepts the terms and conditions stated in this Safety Compliance Statement. The Supplier shall not perform the work if it is not able or willing to comply with the safety requirements.

Company :
name
Date :
Name :
Position :
Signature :

Section 1. LSR ROAD SAFETY FOR THIRD PARTIES

1. Purpose

We want all our contractors and visitors to return home safely and unharmed. It is our belief that all accidents can be prevented. Our set of Life-Saving Rules (LSR) reinforces what every contractor and visitor must know and do to prevent serious injuries or fatalities. For every Life-Saving Rule, suspected violations are investigated in order to learn from them and prevent future incidents from happening.

This Road Safety standard is developed to eliminate or minimize the risk of incidents of people participating in PT Frisian Flag Indonesia premises.

2. Scope

This Standard applies to all third parties hired by RFC that participate in PT Frisian Flag Indonesia premises.

Where local legislation imposes more stringent requirements, the local legislation applies.

3. Requirements

3.1 *Seven Basic Rules*

Everyone shall show exemplary Road Safety behavior: drive responsibly

Basic Road Safety	
<input type="checkbox"/>	Avoid using your mobile phoning whilst driving. Only short calls. Advise: to prevent distraction switch off your mobile phone and store it in a safe place. Conference calls are not allowed whilst driving.
<input type="checkbox"/>	Do not send or read text messages, apps, emails when operating a vehicle or walk on the road.
<input type="checkbox"/>	Do not use any substance that could influence your traffic ability when participating in traffic like alcohol, drugs or specific medicines. Arrange alternative transport when necessary.
<input type="checkbox"/>	Make sure you are familiar with the local traffic legislation and do not breach.
<input type="checkbox"/>	Do not exceed speed limits. The maximum speed is 10 km/h (unless otherwise announced locally).
<input type="checkbox"/>	Always wear your seatbelt in a car or use a helmet when driving a motorized two-wheeler.
<input type="checkbox"/>	Always try to park your car reversed. Vehicles are equipped with reversing alarms.

3.2 Commitment of Our Supplier/Third Parties

The Supplier/Third Parties will provide safe means to make the travel safe.

Commitment of Our Supplier/Third Parties	
<input type="checkbox"/>	All drivers are competent to drive and comply with the local law and legislation. Ensure that driver hold a valid driver license for the class of vehicle that you are driving and this license is carried with you when driving.
<input type="checkbox"/>	All vehicles are in proper and safe condition and comply with the local law and legislation. Check the vehicle is maintained according to the agreed intervals, in case of doubt on safety do not travel with the vehicle. Ensure your vehicle is safe.
<input type="checkbox"/>	<ul style="list-style-type: none"> In general: Breaks, lights, seatbelts, tire condition, tire pressure, oil-and water levels, light fire extinguisher (APAR), first aid box must be in good condition.
<input type="checkbox"/>	<ul style="list-style-type: none"> Steam installation: Pipe installation, Camlock complies with FFI standard and in good condition. <div data-bbox="574 752 917 1180" data-label="Image"> </div>
<input type="checkbox"/>	<ul style="list-style-type: none"> Container Truck: Container condition (Not Leaking), Wings box doors condition.
<input type="checkbox"/>	<ul style="list-style-type: none"> Tanker Truck: GHS sign, Tank/Lorry tank (Not Leaking), Tank Temperature and pressure indicator
<input type="checkbox"/>	<ul style="list-style-type: none"> Vehicles are equipped with reversing alarms. When the vehicles must move reserve are equipped with Marshal (Signal Man)
<input type="checkbox"/>	Provide the Personal Protective Equipment (PPE): Gloves, Safety shoes, High-visibility jackets (Safety vest), Optional PPE: Safety Helmet/Bump Cap. It is mandatory to wear safety shoes and high-visibility jackets. <div data-bbox="418 1568 1184 2002" data-label="Image"> </div>

	<p><input type="checkbox"/> Provide at least 2 pieces of tire/wheel chocks must be used when the truck is loading and unloading in the FFI area. The size and method of use of wheel chock refer to the standard FFI.</p> <div data-bbox="683 324 938 510" data-label="Image"> </div> <div data-bbox="263 539 1422 882" data-label="Complex-Block"> <div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <p>1. When the truck is in park (engine is off), the parking brake or handbrake followed by wheel chock must be installed.</p> <p>2. At least 2 (two) wheel chocks are installed under the following conditions:</p> <table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 50%;"> <p>Flat road surface*</p> </td> <td style="width: 50%;"> <p>Uphill road towards the front of the truck</p> </td> </tr> <tr> <td> <p>Downhill road towards the front of the truck</p> </td> <td> <p>Road surface is flat and the front tires are rising towards the front of the truck*</p> </td> </tr> </table> </div> <div style="width: 48%;"> <p>3. The wheel chock must be placed on the center side of the tire and touch the tire.</p> <div data-bbox="1002 568 1264 694" data-label="Image"> </div> <p>4. The wheel chock must be in good condition (not chipped/broken or cracked) and have adequate grip. The required measures are:</p> <div style="display: flex; justify-content: space-around;"> <div data-bbox="965 745 1125 875" data-label="Image"> </div> <div data-bbox="1134 745 1299 875" data-label="Image"> </div> </div> </div> </div> </div>	<p>Flat road surface*</p>	<p>Uphill road towards the front of the truck</p>	<p>Downhill road towards the front of the truck</p>	<p>Road surface is flat and the front tires are rising towards the front of the truck*</p>
<p>Flat road surface*</p>	<p>Uphill road towards the front of the truck</p>				
<p>Downhill road towards the front of the truck</p>	<p>Road surface is flat and the front tires are rising towards the front of the truck*</p>				
<input type="checkbox"/>	Take regular and adequate rest breaks, at least ten minutes after every two hours when operating a vehicle.				
<input type="checkbox"/>	It is not permitted to bring third persons with the driver without permission of FrieslandCampina. Children (under the age of 18 years) are not permitted.				
<input type="checkbox"/>	The vehicle must be immobilized by controls, like key removal and blocking of the wheels.				
<input type="checkbox"/>	It is not permitted to walk between the parked vehicle and the loading dock.				
<input type="checkbox"/>	(Overnight) sleeping is not allowed without permission. Sleeping inside vehicles cabin is not allowed.				

Sub-contracting:

In case the transport is outsourced to a subcontractor, the company is responsible that all instructions and requirements are notified to the subcontractor. The contracted company remains responsible at all times.

Section 2. Basic Safety Requirements

Detailed Safety Health & Environment requirements for contractors and suppliers.

2. BASIC SAFETY REQUIREMENTS

1.1 BASIC REQUIREMENTS		Description
<input type="checkbox"/>	Have/registered to BPJS Employment insurance <i>*Exception for Foreign Workers</i>	Every Worker must have/registered to BPJS Employment insurance
<input type="checkbox"/>	Fit to Work Statement	Every Worker before work must be declared Fit to Work / Healthy by a doctor
<input type="checkbox"/>	Every Worker must attend the General Safety Induction	General Safety Induction with Security or Person in Charge from FFI
<input type="checkbox"/>	Every Worker must attend Safe Start	The first Safe-Start is provided by SHE FFI and thereafter Safe Start is carried out by the contractor's Safety Officer/person in charge of FFI and verified by SHE FFI. Refresher the safe-start training every year (at the turn of the year).
<input type="checkbox"/>	Every work must have a Supervisor	Supervision of work is carried out by Supervisor or Safety Officer. Work must be stopped in case no Supervisor in the work area.
<input type="checkbox"/>	All workers are competent and certified according to their skills	All workers have valid certificates required to perform their works. <i>Construction: Construction OSH Intermediate Expert and Construction OSH Junior Expert</i>
<input type="checkbox"/>	Providing Safety Officer certified as General OSH Expert by the Ministry of Manpower	Contractors must provide a minimum of 1 Safety Officer for each work: <ul style="list-style-type: none"> Performed ≥ 50 workers in 1 area Performed by ≤ 50 workers in 1 area under high risk
<input type="checkbox"/>	All electrical tools and ladders of type "A" minimum of SNI standard	All tools to be used must pass inspection and be tagged by Engineering FFI
<input type="checkbox"/>	All mandatory and specific PPE minimum of SNI standard Mandatory PPE: Safety Helmet, Safety Shoes and Safety Vest	FBH & Safety Helmet must pass inspection and be tagged by the Engineering Safety Officer <i>Safety helmet has a maximum lifespan of 5 years from the year of production (Pasar Rebo & Cikarang)</i> *Any changes will be announced during the safe start.
<input type="checkbox"/>	Provide SHE Plan (For high risk work in the Project)	Document containing SHE plan/program during the project (Large Project). References can be obtained from SHE FFI.
<input type="checkbox"/>	Submit WMS (Work Method Statement)	The sequential work method of each work and risk assessment (SHRA/JSA) must be approved by FFI



Mandatory and Specific PPE

Section 3. Special Safety Requirements

3. SPECIAL SAFETY REQUIREMENTS

3.a WORKING AT HEIGHT REQUIREMENTS

Special Procedure		Description
<input type="checkbox"/>	Work Permit – Working at Height	Special written document for work permit for working at height
<input type="checkbox"/>	Emergency Plan	Countermeasures plan for emergency
<input type="checkbox"/>	Blood Pressure Check	Blood pressure checks are carried out before workers work at height
Competency		Description
<input type="checkbox"/>	Worker with Work platform	High Building Workers Level 1 Certification – Ministry of Manpower
<input type="checkbox"/>	Workers without Work platform (Rope System)	Workers at Height Level 1 Certification – Ministry of Manpower
<input type="checkbox"/>	Scaffolding assembler	Scaffolding OSH Technician Certification – Ministry of Manpower
<input type="checkbox"/>	Scaffolding Designer & Inspector	Scaffolding OSH Supervision Certification – Ministry of Manpower
<input type="checkbox"/>	AWP (Aerial Working Platform) Operator	Hold a valid Operator License (SIO) from the Ministry of Manpower
Special Equipment		Description
<input type="checkbox"/>	Safety Helmet with chin strap	Safety Helmet with Chin Strap which is always installed properly and standardly
<input type="checkbox"/>	Body Harness	Full body harness with double lanyard, meets 15 kN (1500 kg)
<input type="checkbox"/>	Scaffold	Modular or Tubular type in good condition
<input type="checkbox"/>	Ladder	SNI standard A-Ladder type (Portable Single Ladder is not allowed)
<input type="checkbox"/>	AWP (Aerial Working Platform)	The AWP scissor/boom lift has CE mark and valid Operational Worthy license (SILO)

3.b SCAFFOLD REQUIREMENTS

Scaffold Procedure		Description
<input type="checkbox"/>	Scaffold Design/Planning	Written document for scaffold design/planning which at a minimum include the number of bays & lift, Scaffold Load Capacity
Scaffold Requirements		Description
<input type="checkbox"/>	Modular or tubular type scaffolds in good condition	Made of strong load-bearing material (Galvanized steel)
<input type="checkbox"/>	Pipes must be straight, free from rust , bending, twisting and not deformed	Inspect & Sort materials before use
<input type="checkbox"/>	The cut end of the pipe is smooth, flat and not jagged or rough, and is equipped with cap/hubcap	Hubcap must be installed in areas of worker activity *Follow the Quality Assurance (QA) rules
<input type="checkbox"/>	Available access to and from the work platform	Every access must have handrail
<input type="checkbox"/>	The work platform has guardrails (Midrail & Toprail) and toe board	- Toprail distance to work platform is 120 -130 cm - Midrail distance to work platform ½ of Toprail Distance
<input type="checkbox"/>	Scaffolds must be tagged to identify scaffolds that have been inspected and are safe for use.	- Yellow: Under construction - Red: Unsafe - Green: Safe
Competency		Description
<input type="checkbox"/>	Scaffolding assembler	Scaffolding OSH Technician Certification – Ministry of Manpower
<input type="checkbox"/>	Scaffolding Designer & Inspector	Scaffolding OSH Supervision Certification – Ministry of Manpower
Special Equipment's		Description
<input type="checkbox"/>	Safety Helmet with chin strap	Safety Helmet with Chin Strap which is always installed properly and standardly
<input type="checkbox"/>	Body Harness	Full body harness with double lanyard, meets 15 kN (1500 kg)
<input type="checkbox"/>	Ratchet Lock Strap	Ratchet lock must be fastened to avoid potential falls

3.c LIFTING REQUIREMENTS

Special Procedure		Description
<input type="checkbox"/>	Work Permit – Lifting	Special written document for lifting work permit
<input type="checkbox"/>	Lifting Plan	<ul style="list-style-type: none"> Written document containing information regarding lifting using heavy equipment: crane, load chart, etc. Lifting plan is only for lifting loads ≥ 5 tons.
<input type="checkbox"/>	Lifting Safety Zone & Traffic Management	Written document containing information on the traffic control plan
<input type="checkbox"/>	Emergency Plan	Countermeasures plan for emergency
Competency		Description
<input type="checkbox"/>	Certified operator holding valid Operator License according to capacity class - Ministry of Manpower	Operator License (SIO) Class III: up to 25 tons, Class II: > 25 to 100 tons, Class I: > 100 tons
<input type="checkbox"/>	Rigger	Certified Rigger - Ministry of Manpower
<input type="checkbox"/>	Traffic Man	The person who guards the safe zone during the lifting process
Lifting Equipment Requirements		Description
<input type="checkbox"/>	Valid Operational Worthy license (SILO) for lifting equipment	SILO which is valid 2 years after the first inspection and thereafter applies every 1 year
<input type="checkbox"/>	Load Chart	Available Load Chart of Lifting Equipment
<input type="checkbox"/>	Well-functioned Safety Devices & Safety Equipment	<ul style="list-style-type: none"> Safety Devices: Devices that secure lifting equipment, such as Sensor/Alarm Safety Equipment: Equipment that protect the operator
<input type="checkbox"/>	SWL (Safe Working Load) of Lifting Gears according to calculations	Lifting Gears: Slings, Webbing, Shackles have valid SWL certificate or information and are inspected before use
<input type="checkbox"/>	Provide Communication Radio	Communication Radio is in good condition and functioning

3.d PERSYARATAN PEKERJAAN PANAS (*HOT WORK*)

Special Procedure		Description
<input type="checkbox"/>	Work Permit – Hot Work	Special written document for hot work work permit
Competency		Description
<input type="checkbox"/>	Certified Welder according to Class - Ministry of Manpower *BNSP certificate is permitted according to Risk Assessment	Horizontal axis pipe: Class I → 1G, 2G, 3G, 4G, 5G, 6G Tanks (Plates): Class II → 1G, 2G, 3G, 4G
<input type="checkbox"/>	Fire Watcher	Minimum Fire Level D, General OSH Expert by the Ministry of Manpower
Special PPE & Equipments		Description
<input type="checkbox"/>	Gloves	<ul style="list-style-type: none"> For grinding and drilling wear leather gloves For welding wear special welding gloves
<input type="checkbox"/>	Face shield with mica thickness min. 1mm	Face shield protects eyes and face when grinding
<input type="checkbox"/>	Full face Welding Mask	The welding mask protects eyes and face
<input type="checkbox"/>	Welding Apron *Based on Risk Assessment	Apron is used when welding to protect the body in certain types of welding
<input type="checkbox"/>	Fire Blanket	To protect other workers from the danger of sparks
<input type="checkbox"/>	Light Fire Extinguisher (APAR)	Each Hot Work must be equipped with a minimum of 2 fire extinguishers measuring 5 Kg
<input type="checkbox"/>	Argon tubes are equipped with caps & Flashback Arrestors	<ul style="list-style-type: none"> The cap must be attached when stored and in use. Storage of pressurized Argon cylinders is tied to a minimum of 2 tying points and not to the neck of the tube
<input type="checkbox"/>	Standard hose according to resistance to pressure	The hose must be installed with a clamp according to its use
<input type="checkbox"/>	Grinding	Using cutting wheel with EN12413
<input type="checkbox"/>	The welding machine must pass inspection by FFI Electrical OSH personnel	The condition of the welding machine must be inspected for the insulator and grounding parts

3.e WORK IN CONFINED SPACE REQUIREMENTS

Special Procedure		Description
<input type="checkbox"/>	Work Permit – Work in Confined Space	Special written document for work permit for work in Confined Space
<input type="checkbox"/>	Lighting	Sufficient lighting for the work performed and use a 24 volt power source (a transformer is required)
<input type="checkbox"/>	Air circulation	Air circulation is monitored to ensure sufficient oxygen
<input type="checkbox"/>	Emergency Plan	Countermeasures plan for emergency
<input type="checkbox"/>	Blood Pressure Check	Blood pressure checks are carried out every time workers carry out work in confined spaces
Competency		Description
<input type="checkbox"/>	Workers entering Confined Space must be competent	Workers entering must have Confined Space OHS Technician certificate - Ministry of Manpower
<input type="checkbox"/>	Workers on standby outside and rescue the Confined Space must be competent	Workers on standby outside Confined Spaces must have an OHS Officer Rescue in Confined Spaces,- Ministry of Manpower
<input type="checkbox"/>	Workers operating gas detectors	Have gas detection technician competency
Special PPE & Equipments		Description
<input type="checkbox"/>	Provide calibrated Gas Detector	Gas Detector is able to read O2, Methane, Ammonia, Carbon monoxide and is calibrated by competent person or agency
<input type="checkbox"/>	Respirator (full mask) or SCBA	Inspect PPE & SCBA before use
<input type="checkbox"/>	Provide Tripod/Anchor & Lifeline	Lifeline position perpendicular/max. 15° access hole angle.
<input type="checkbox"/>	Body Harness	Full Body Harness single/Double lanyard (adjusted based on Risk Assessment results)

3.f EXCAVATION REQUIREMENTS

Special Procedure		Description
<input type="checkbox"/>	Work Permit – Excavation	Special written document for work permit for excavation work
<input type="checkbox"/>	Anti-Collapse/ Landslide Protection Method	This method is explained in WMS, for example Benching/Sloping
<input type="checkbox"/>	Barricade area and temporary roof	Necessary for rainy weather
<input type="checkbox"/>	Lighting	Work is carried out under adequate lighting
<input type="checkbox"/>	Piping & Instrumentation Diagrams	Carry out control measures for the installation of cables, pipes and other utilities
<input type="checkbox"/>	Emergency Plan	Countermeasures plan for emergency
Competency		Description
<input type="checkbox"/>	Certified heavy equipment operator holding valid Operator License (SIO)	If the excavation work uses heavy equipment
Excavation and Heavy Equipment Requirements		Description
<input type="checkbox"/>	Initial Dig	Initial excavation must be done manually as an initial assessment (depth up to 30 - 50 cm)
<input type="checkbox"/>	Excavated hole	The excavated hole must be closed with strong material (strong against potential shear and withstand the worker's load)
<input type="checkbox"/>	Available access by stairs in excavation	Every excavation with stair access must be safe and equipped with handrails
<input type="checkbox"/>	Placement of work materials / excavated materials	Placement of work materials/excavated materials min. 1 m from the edge of the excavation


3.g REQUIREMENTS FOR NONDESTRUCTIVE TEST BY IONIZING RADIATION

Special Procedure		Description
<input type="checkbox"/>	Appendix on Radiographic Work Permit Completeness (00-QA-120f)	Attach, open facility industrial Radiography permit or other permit
<input type="checkbox"/>	Transport of Radioactive Substances	Attach, if using Radioactive Substances
<input type="checkbox"/>	Tool Operation	Attach, a gamma camera or similar
<input type="checkbox"/>	Control and Supervision Plan	Attach a map of the control and supervision area based on the calculation of radiation exposure from Radioactive Substances certificate
<input type="checkbox"/>	Equipment List	Danger signs, prohibition signs, radiation protection devices or Radioactive Substances source handling
Competency		Description
<input type="checkbox"/>	Radiation Protection Officer with a valid Work License (SIB)	Attach Work License
<input type="checkbox"/>	Radiographer with a valid Work License	Attach Work License
<input type="checkbox"/>	Radiography Operator	Trained personnel
<input type="checkbox"/>	Source Security Officer	Trained personnel, if using Radioactive Substances
Executing vendor requirements		Description
<input type="checkbox"/>	Have ionizing radiation operation permit	Attach the permit
<input type="checkbox"/>	Using certified Radioactive Substances	Attach, If using Radioactive Substances
<input type="checkbox"/>	Have Equipment with a valid permit	Attach, gamma camera or others...
<input type="checkbox"/>	Have Radiation monitoring tool	<ol style="list-style-type: none"> 1. Radiation exposure (Survey meter) 2. Radiation Dose (TLD Badge or similar)


3.h REQUIREMENTS FOR THE HVAC INSTALLATION & MAINTAINANCE (*Heating Ventilation and Air-Conditioning*)

Competency	Description
<input type="checkbox"/> Refrigeration and Air Conditioning Technician (TPTU: Teknisi Pendingin dan Tata Udara), Level 3	Installation, Maintenance & Repair of AC residential, Attach the competency certificate
<input type="checkbox"/> Refrigeration and Air Conditioning Technician (TPTU: Teknisi Pendingin dan Tata Udara), Level 4	Installation, Maintenance & Repair of AC and Industrial Air management system Attach the competency certificate
<input type="checkbox"/> Refrigeration and Air Conditioning Technician (TPTU: Teknisi Pendingin dan Tata Udara), Level 5	Installation, Maintenance & Repair of AC and Industrial Air management system (in more complex and wider system) Attach the competency certificate

3.i CONTRACTOR WASTE MANAGEMENT STANDARD




Contractor Waste Management




Debris Waste

Waste and rubbish from building demolition or construction activities. Debris Waste in the Form of Soil or Rocks



Hazardous Waste

Hazardous waste from project or maintenance activities (Generally managed by the Contractor or according to Per-Project agreement)



Mask waste

Disposable medical and N95 masks or similar waste (Please dispose of it in the Special Container that has been provided in the FFI area according to the management COP)

Debris and Hazardous Waste must be recorded and the balance sheet reported periodically to PT Frisian Flag Indonesia

PT _____									
LOGBOOK LIMBAH KONSTRUKSI (PUING)									
Doc. No :		Effective date : Mei 2020				Revision no : 00			
CATATAN LIMBAH MASUK / DIHASILKAN					KELUARNYA LIMBAH				
No.	Tanggal Dihasilkan	Nama Limbah (Nama Teknis)	Sumber Limbah B3 (Pekerjaan / Proyek)	Jumlah Limbah (Estimasi)	Tanggal keluar Limbah	No. Struk Timbangan	Jumlah Limbah (Kg)	No. Dok Surat Jalan	Tujuan / Pengelolaan Limbah
1									
2									
3									
4									
5									

PT _____									
LOGBOOK LIMBAH B3									
Doc. No :		Effective date : Mei 2020				Revision no : 00			
CATATAN LIMBAH MASUK / DIHASILKAN					KELUARNYA LIMBAH				
No.	Tanggal Dihasilkan	Nama Limbah (Nama Teknis)	Sumber Limbah B3 (Pekerjaan / Proyek)	Jumlah Limbah (Estimasi)	Tanggal keluar Limbah	No. Struk Timbangan	Jumlah Limbah (Kg)	No. Dok Surat Jalan	Tujuan / Pengelolaan Limbah
1									
2									
3									
4									
5									

Section 4. Power Hand tools Standard

4.a Electric Welding Machine

Electric Welding Machine	
Electric Welding Machine Standard	Mandatory PPE
<p>Scun tight bolt condition</p> <p>Joint by scun</p> <p>Handle installed with isolator</p> <p>Normal-functioning fan</p> <p>Undamaged/not worn clamp</p> <p>Uncracked on/off switch</p> <p>Ground Clamp with isolator</p> <p>Intact welding pliers</p> <p>Cable gland installed tightly</p> <p>Cable gland protects inner cable & is unbroken</p> <p>Plug doesn't shake/melt/break & grounding functions</p> <p>All electrical cables are insulated, intact, no joints and closed/not torn</p>	<p>Welding helmet: Eyes and face protector</p> <p>Ear plug: Ear protector</p> <p>Welding gloves: Hand protector</p> <p>Apron: Body protector</p> <p>Welding mask: Protect from toxic fume</p> <p>Safety shoes: Foot protector</p>

4.b Electric Hand Drill

ELECTRIC HAND DRILL	
ELECTRIC HAND DRILL SAFETY STANDARD	MANDATORY PPE
<p>Chuck is not worn (rotatable with the drill key chuck)</p> <p>On-off switch is in good condition</p> <p>The grip is made of insulating material (e.g. plastic, rubber) and in good condition</p> <p>The drill bit is in good condition, sharp, and not cracked/chipped</p> <p>The electrical cable is completely insulated, has no joint, and is not scratched. Stecker in intact condition, not burnt, melted or broken.</p> <p>The drill key chuck must always be attached to the drill cable</p>	<p>FACESHIELD</p> <p>GLASSES</p> <p>MASK</p> <p>EARPLUG</p> <p>LEATHER GLOVES (FLEXIBLE AND NOT STIFF)</p> <p>SAFETY SHOES</p>

4.c Electric Hand Grinder

ELECTRIC HAND GRINDER	
ELECTRIC HAND GRINDER SAFETY STANDARD	MANDATORY PPE
<p>The grinding disc is in good condition and not cracked. Make sure the grinding disc used suitable to the type of work.</p> <p>The grip is made of insulating material (e.g. plastic, rubber) and in good condition</p> <p>The electrical cable is completely insulated, has no joint, and is not scratched. Stecker in intact condition, not burnt, melted or broken.</p> <p>Available grinding disc guard</p> <p>The wrench must always be attached to the grinder cable.</p> <p>Attention: The grinding disc RPM must be greater than the grinder RPM</p>	<p> FACESHIELD</p> <p> GLASSES</p> <p> MASK</p> <p> EARPLUG</p> <p> LEATHER GLOVES (FLEXIBLE AND NOT STIFF)</p> <p> SAFETY SHOES</p>

4.d Cutting Wheels

CUTTING WHEELS/COP SAW	
CUTTING WHEELS/COP SAW SAFETY STANDARD	MANDATORY PPE
<p>The blade guard is in good condition</p> <p>The blade is in good condition, sharp, and not cracked/chipped</p> <p>Work material holder and all safety equipment are in good condition.</p> <p>The electrical cable is completely insulated, has no joint, and is not scratched. Stecker in intact condition, not burnt, melted or broken.</p>	<p> FACESHIELD</p> <p> GLASSES</p> <p> MASK</p> <p> EARPLUG</p> <p> LEATHER GLOVES (FLEXIBLE AND NOT STIFF)</p> <p> SAFETY SHOES</p>

4.e Jig Saw

JIG SAW

CUTTING WHEELS/COP SAW SAFETY STANDARD



The saw blade guard is in good condition

The grip is made of insulating material (e.g. plastic, rubber) and in good condition

On-off switch is in good condition

The electrical cable is completely insulated, has no joint, and is not scratched. Stecker in intact condition, not burnt, melted or broken.


The saw blade is in good condition, sharp, and not cracked/chipped

MANDATORY PPE


-  **FACESHIELD**
-  **GLASSES**
-  **MASK**
-  **EARPLUG**
-  **LEATHER GLOVES**
(FLEXIBLE AND NOT STIFF)
-  **SAFETY SHOES**

4.f Power Cable

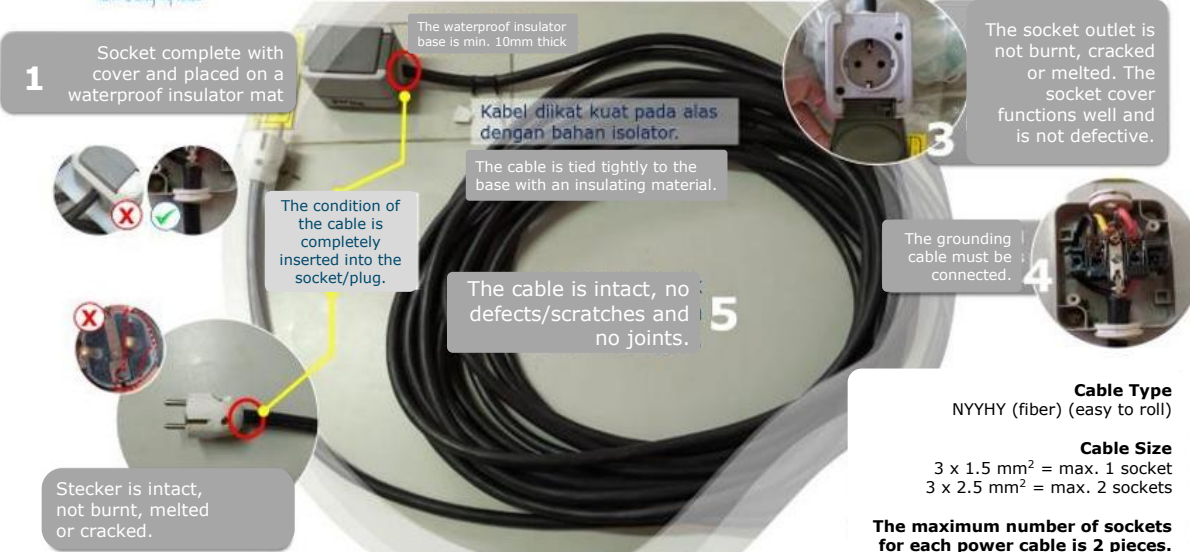
POWER CABLE



FrieslandCampina
versterkend bij natu



Electrical Tools
Kabel Power



1 Socket complete with cover and placed on a waterproof insulator mat

2 The waterproof insulator base is min. 10mm thick

3 Kabel diikat kuat pada alas dengan bahan isolator.
The cable is tied tightly to the base with an insulating material.

4 The condition of the cable is completely inserted into the socket/plug.

5 The cable is intact, no defects/scratches and no joints.

Stecker is intact, not burnt, melted or cracked.

The socket outlet is not burnt, cracked or melted. The socket cover functions well and is not defective.

The grounding cable must be connected.

Cable Type
NYYHY (fiber) (easy to roll)

Cable Size
 $3 \times 1,5 \text{ mm}^2 = \text{max. 1 socket}$
 $3 \times 2,5 \text{ mm}^2 = \text{max. 2 sockets}$

The maximum number of sockets for each power cable is 2 pieces.

4.g Cutter

CUTTER

Image 1. Tools **prohibited** from use in FFI area



Image 2. FFI standard Cutter



Use of cutter such as in **image 1** may potentially cause **incident** leading to serious injury or fatality (SIF). Use of standard work tools and safe work methods will mitigate the risks workers exposed to.

Section 5. Supplier Safety, Health and Environmental Management - Safety Performance

5.1 Key Performance Indicator (KPI) for Third Parties

KPIs (Key Performance Indicators) are determined based on categories in the User Requirement Specification (URS) or contract. If the KPIs are not specified in the URS or contract, the safety KPIs will use the categories listed in the KPI table below. The achievement of these safety KPIs will be summarised in Supplier Connect (Frieslandcampina's Vendor Rating System) using a star rating system, as follows:

Category			1 Star - Bad	2 Star - Underperforming	3 Star - Average	4 Star - Good
Leading Indicators	Safety Walk Management	Quantity	0	1	2	>2
	BBS/PC	Percentage of #Worker	<85%	85%-94%	95%-99%	100%
	PTW Audit	25 Points	≤16 points	17-20 points	21-24 points	25 points
	Safety Talk	6x	≤3/year	4x/year	5x/year	6x/year
Lagging Indicators	Accident (fatality)		Penalty (1 star - Bad)			
	Accident (LTA, RWC, MTA)	Quantity	1	0	0	0
	LSR Violation - Compliance to SHE	Quantity	4	3	2	0
	Non-Conformity (NC) - Compliance to SHE	Quantity	4	3	2	0
	External Audit Finding: SMK3, ISO 140001	Quantity	3	2	1	0
	Follow Up CAPA (NC, LSR Violation, Audit Finding, Safety Tag: FFI's Safety Walk,)	Percentage of CAPA closed	<85%	85%-94%	95%-99%	100%

The evaluation is conducted based on the Supplier Performance Evaluation Work Instruction: FFI-1300-PRC-001. The rating/score of the vendor/supplier evaluation determines the action plan or consequences as shown in the action plan table below. However, if one of the points from the safety KPI part of Lagging Indicators receives 1 Star (Bad), the action plan is implemented immediately.

Score	Supplier Performance	Action Plan
4 star	Good	-
3 star	Average	-
2 star	Underperforming	<ul style="list-style-type: none"> Notification letter or via Supplier Connect, supplier development (based on risks assessment). Current supplier can still be used until the next evaluation (refer to supplier category) Two consecutive "Underperforming" will be considered as "Bad".
1 star	Bad	<ul style="list-style-type: none"> Warning letter, supplier development (based on risks assessment) Develop new supplier (Change Management), and reduce volume order based on supply risk consideration). Current supplier can still be used until the next evaluation Two consecutive "Bad" : Termination letter¹, supplier termination procedure, Activate new vendor. Justification might be applied by business management based on requirements and conditions

5.2 LSR Violation

All suppliers are required to sign an updated Safety Compliance Statement. The SHE Department & Procurement have classified the risk category of supplier activities into high safety risk and non-high safety risk. For high-risk categories, the SHE Questionnaire Checklist form must be completed. If the risk assessment shows that the work falls into the non-high-risk category, the selection process using the SHE Questionnaire Checklist form may not be necessary. This form must be included by the buyer in the RFI document. Procurement will collect and forward the completed checklist to the SHE department for verification. If suppliers do not achieve the minimum score set by the SHE department, they will not be eligible for consideration

in the contract. The contract agreement cannot be finalized before this step is completed and approved.

Acceptable or eligible contractor criteria (SHE Questionnaire Checklist)

- *High-risk work: minimum score of 13*
- *Low-risk work: minimum score of 8*

Safety Zero Tolerance Instruction

Given the importance of safety for our employees, suppliers and assets, there is a strict framework of action if a supplier violates RFC Life-Saving Rules.

To ensure fair and consistent review and disciplinary action, a Zero Tolerance policy has been published. Managers are responsible for safety in their areas of responsibility and are the first to investigate reported LSR violations. Plant management and procurement will meet with the supplier. A formal letter will be sent by the plant manager within 3 working days to the supplier with a copy to procurement. The letter will be kept by procurement in the Zero Tolerance register.

Anyone can report violations of Our Life-Saving Rules to a member of the Location Management Team. The Location Management Team is obliged to act in accordance with the Zero Tolerance scheme for violations of Our Life-Saving Rules.

LSR violations can also originate from NCs (Non-conformities) that are investigated further.

All violations and sanctions will be recorded in a central database owned by the Procurement department.

Zero tolerance for violations of Life-Saving Rules

Level	Who	What	Consequence	Time
1-st Violation	RFC Plant manager + Employee 3-rd party + supervisor + Procurement representatives	Meeting day 1: Confirmation in letter to 3-rd party management and procurement Demand for corrective action plan 3-rd party within 3 days	Employee and/or supervisor access denied for all RFC locations for 3 months (1 year) Monitor execution corrective action plan	Code Orange for 3 months
2-nd Violation (on same or other plant)	RFC Plant manager + Highest management 3-rd party + Procurement representatives	Meeting < 1 week Confirmation in letter to 3-rd party management and procurement Demand for corrective action plan 3-rd party within 3 days to be agreed with Plant manager and procurement	Employee and/or supervisor access denied for all RFC locations for 6 months (1 year) Work (Job) stopped till agreed corrective action plan is established Monitor execution corrective action plan	Code Red for 6 months
3-rd Violation (on same or other plant)	RFC Plant manager + Highest management 3-rd party + Procurement representatives	Announcement that access to all RFC locations is prohibited	3-rd Party is on the supplier intensive care list: no activities for RFC for 1 year	1 year