



SECTION 5

CHAPTER 3

SUBCONTRACTOR MANAGEMENT PLAN

Purpose

Subcontractor will be pre-qualified by reviewing their safety programs, safety training documents, and safety statistics.

Scope

This section applies to all subcontractors used by the company.

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Subcontractors

Criteria for selecting subcontractors

The company will use acceptable safety metrics to compare and qualify the subcontractors:

- safety manual
- safety programs
- safety training
- documentation; and
- safety statistics (e.g., TRIR, DART, etc.)
- Experience Modification Rating (EMR)

The company will select a subcontractor based on their safety performance and lowest risk and injury ratings.

Pre-job meetings and safety orientations

The company will make sure all subcontractors are included in:

- pre-job meetings
- spud meetings; and
- new hire orientations

Each subcontractor will be contacted directly by Gravity Oilfield Services and made aware of any such meeting. Each individual subcontractor will print their name and place their signature on the “meeting sign in sheet”.

Tailgate safety meetings – JSA, JHA – safety inspections

The company will make sure all subcontractors are included in:

- tailgate safety meeting
- JSA's; and
- any job safety inspections

Each individual subcontractor will print their name and place their signature on the “tailgate safety meeting” sign in sheet. Each subcontractor will take place or be a part of each JSA or job safety inspection.

Conducting post-job safety performance reviews

Gravity Oilfield Services will conduct post-job safety performance reviews on all subcontractors.

Incident Reporting

Subcontractors will report all incidents and/or accidents to Gravity immediately or as soon as safe to do so.

Subcontractors involved in incidents and/or accidents with Serious Injury or Fatality (SIF) potential, or incidents and/or accidents deemed serious enough to warrant a Root Cause Analysis (RCA), may be required to perform an internal RCA or be required to participate in Gravity's RCA post-incident/accident meeting(s).