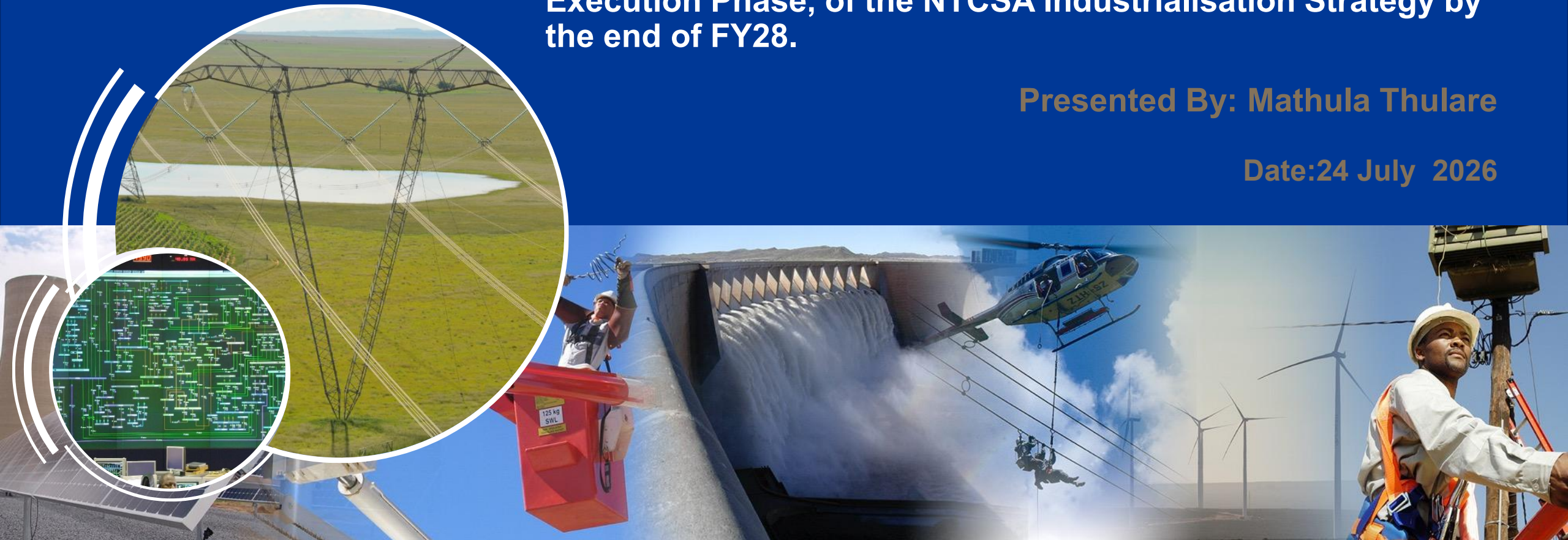


Execute and complete Stage 1 - Initial Phase and Stage 2 - Execution Phase, of the NTCSA Industrialisation Strategy by the end of FY28.

Presented By: Mathula Thulare

Date: 24 July 2026



- Eskom has embarked on a drive to create and **sustain a world-class culture** and standard of Occupational Health and Safety (OHS)
- In order to achieve this culture and standard, there was a need to introduce **strategies and requirements** that would support this platform by:
 - define the **minimum OHS** requirements
 - ensure consistent **implementation** of these requirements
 - provide a **framework for better practice and continual improvement** in the well-being of construction workers
 - the **elimination of injuries and fatalities** through Eskom's engagement in construction as a client

- Service or scope of work is considered to be Low Risk

OHS weighting or application:

- The OHS requirements are applied as an all or nothing approach.

NB!! You are given only ONE chance for resubmission of outstanding documents after OHS File evaluation. All OHS requirements should be met 100%.

Should you fail to submit the required documents for the 2nd time, you are regarded as a non-responsive Supplier, NO FURTHER EVALUATION WILL BE GRANTED

- Signed Annexure B: Acknowledgement of Eskom SHE rules
- OHS (SHEQ) Policy
- OHS plan
- Valid letter of good standing or equivalent
- A project specific OHS base line risk assessment

Annexure B:Eskom Rules and Requirements



This is the acknowledgement form issued to the tenderer for his or her own acknowledgement of a clear understanding of all the SHE requirements at Eskom. Signing the form that is **Annexure B** will be deemed as your acceptance to conform to the following documentation and application of such within your scope of work.

- The following Policies/Procedures are in support of Eskom SHE requirements:
- Occupational Health and Safety Act 85 of 1993
- Compensation for Occupational Diseases and Illnesses Act 130 of 1993
- Eskom SHEQ Policy 32-727
- Eskom contractor Health and Safety requirements standards 32-136
- OHS specification/requirements provided
- Eskom Life Saving Rules 240-62196227
- Eskom Substance Abuse Policy 32-37
- Eskom Vehicle & Driver Procedure 240-62946386
- Incident Management Procedure 32-95

The specific requirements that will be mandatory for informing the tenderer and the requirements that the tenderer has to address when submitting the tender returnable:

NOTE: the tenderer has to ensure that he/she understands the SHE requirements listed hereunder.

1. The following documents contain the minimum requirements with which every person / supplier's staff members are expected to comply when working at/rendering a service to Eskom but not limited to the following:
 - a. Eskom Safety, Health, Environmental and Quality Policy: 32-727
 - b. Eskom Life Saving Rules, Directive: 240- 62196227
 - c. Eskom Environmental, Occupational Health and Safety Incident Management procedure 32-95
 - d. Eskom vehicle and driver safety management 32-93
 - e. Eskom vehicle specification 32 – 345
 - f. Eskom contractor Health and Safety requirements standards 32-136
 - g. SHE specification provided
 - h. Employees' right of refusal to work in an unsafe situation 240-43848327
 - i. Eskom Waste Management Standard 32-245

Note: any other applicable OU/BU-specific SHE requirements should be referenced here.

2. Work stoppages that are initiated due to SHE related shall not warrant any financial compensation claim lodged against Eskom.

3. Financial penalties shall be enforced on the main supplier for non-conformance/s (identified for the main supplier and/or its sub-contractor and/or supplier) pertaining to Eskom and/or Statutory SHE requirement/s.

4. Ensure that all employees (contractors/suppliers) undergo the relevant Eskom induction and company's induction

5. Management of Contractors and Suppliers

- a) The main supplier has to demonstrate to Eskom the process and selection criteria applied when appointing contractors and suppliers.
- b) The main supplier has to provide notification to Eskom, prior to the appointment of contractors or suppliers for the commencement of work.
- c) The main supplier has to ensure that contractors and suppliers possess adequate resources and competencies.
- d) The main supplier is accountable for the management of its contractors or suppliers in order to ensure that the applicable legal and Eskom requirements (that are applicable to the main supplier during contract execution) are complied with by the contractors or suppliers.
- e) The main supplier shall monitor contractors or suppliers through audits and assessments with regard to SHE compliance during the execution of the work.
- f) The grounds for the termination of work done by contractors and suppliers shall be provided by the main supplier.
- g) All non-conformances/non-compliance by the contractors/suppliers (all tiers) to the main supplier shall be dealt with directly with the main supplier in terms of performance and penalty processes.
- h) Eskom reserves the right to verify this when deemed necessary. The contractor may be instructed to provide copies of testimonials/references and the contact detail of clients (including Eskom) for whom the Company has done previous work of a similar nature

I, the undersigned, hereby acknowledge that I have obtained copies of the above documents and confirm that I fully understand them and the consequences of non-compliance.

- The Occupational Health and Safety Act, Act 85 of 1993, requires the employer to provide and maintain as far as reasonable and practical a work environment that is safe and without risk to the health of employees.
- Section 7 of the Act provides direction to employers concerning the health and safety policy of the organisation.
- A statement of intention by the employer which provides a framework for setting OHS objectives to improve OHS performance and also emphasizes management commitment to employees' wellbeing and duty of care to the environment.
- A health and safety policy is a written statement of principles and goals embodying the company's commitment to workplace health and safety signed by the CEO. There are no hard and fast rules about what to include in a policy. The employer should create a policy that is suitable and sufficient in order to address the health and safety need of the company.
- Document must be signed

A detailed OHS plan which must address but not limited to the following :

- SHE organization within the Company-Responsibility & Accountability
- SHE Incident management
- Planning of conduct of work activities including planning for changes and emergency work
- PPE- Personal Protective Equipment
- Emergency planning and fire risk management
- Vehicle and driver behaviour safety
- Contractor or supplier selection and management
- Competency, training, appointments
- Communication and awareness
- Management commitment and visible felt leadership

Valid letter of Good Standing

It is essential to ensure that all suppliers that perform work on Eskom premises be registered with the Compensation Fund in terms of the Compensation for Occupational Injuries and Diseases Act (COIDA Act). In order to ensure the above mentioned the supplier needs to produce a letter of good standing with the Compensation Commissioner.

Based on Legislation in section 89, of the Compensation for Occupational Injuries and Diseases Act

In order to ensure the above mentioned the supplier needs to produce a letter of good standing with the Compensation Commissioner.

labour
REPUBLIC OF SOUTH AFRICA
COMPENSATION FUND
P.O. Box 90, Pretoria, 0001, Tel: 012 312 1111, Fax: 012 312 1111, Email: info@compensationfund.co.za
Compensation Fund for Occupational Injuries and Diseases, Pretoria 0001

CALL CENTER NO: 0800 123 300

NEEL TROMPER SERVICES CC
5 WINDLETON ROAD, SUITE 101
1601, SANDHURST
2146, SANDHURST
0181

REG NO: 2009/000000000
TAX NO: 2009/000000000
Date: 27.08.2018

LETTER OF GOOD STANDING

COMPENSATION FOR OCCUPATIONAL INJURIES AND DISEASES ACT, 1993

Notwithstanding section 89 of the Act, I hereby certify that
NEEL TROMPER SERVICES CC
has complied with the requirements of the above Act and is an
eligible employer in terms of the Compensation Fund.
Name of Employer: SUITEPOINT 2007
Expiry date: 31.03.2019

A letter of good standing is hereby issued with expiry date
31.03.2019. Subject to the following: NO RECEIVED, SET NO
ADDRESS

DISCLAIMER:
The employer is not guilty of an offence if you pay any
additional fee to obtain this letter.

The Compensation Commissioner shall at his own discretion
initiate criminal proceedings against perpetrators who
intentionally alter or deface this letter with intent to defraud
the Compensation Fund.

BY SIGNING THIS LETTER, YOU REQUEST THE FUND TO TAKE ACTION TO COMPLY WITH

YOURS FAITHFULLY
2009/00
COMPENSATION COMMISSIONER

10/04/18

Compensation Fund, P.O. Box 90, Pretoria 0001, Tel: 012 312 1111, Fax: 012 312 1111, Email: info@compensationfund.co.za

- The purpose of conducting a baseline HIRA is to establish a risk profile or a set of risk profiles. It is used to prioritise action programmes for issue-based risk assessments.
- Refers to the OHS hazards/aspect and risks/impact that are identified and assessed before the inception of a new project and commencement of operations. The baseline risk assessment shall include both routine and non-routine tasks

The output of a baseline risk assessment- is a risk profile or set of risk profiles; and

- it is a clear description of the methodology, system, terminology etc. used in the scoping exercise, and what may be required for the improvement of the baseline HIRA in the future.
- Document must be signed by management



OHS Evaluation Criteria



<u>Ref</u>	<u>KPIs</u>	<u>Submission</u> <u>Y = Yes</u> <u>N= No</u>	<u>Actual</u> <u>score</u>	<u>Comments</u>
1	Annexure B Is the acknowledgement of Eskom's SHE rules and requirements form (Annexure B) signed and submitted by the tenderer?			
2	Occupational Health and Safety Plan for Scope of work not limited to the following: • OHS organization within the Company-Responsibility & Accountability • OHS Incident management • Planning of conduct of work activities including planning for changes and emergency work • Waste management • PPE- Personal Protective Equipment • Emergency planning and fire risk management • Vehicle and driver behaviour safety • Contractor or supplier selection and management • Design and specifications • Competency, training, appointments • Communication and awareness • Management commitment and visible felt leadership			
3	OHS Baseline Risk Assessment (BRA) Identification, assessment and management of Safety, Health and Environmental risks related to the scope of work. The methodology used for the risk assessment must be provided together with the BRA			
4	Valid Letter of Good Standing (COIDA or equivalent)			
5	SHEQ policy signed by CEO/ MD- Comply to OHS Act Section 7 or OSHAS 18001			
	TOTAL			Approved/Not Approved

OHS requirements

A



Agreement letter between the involved companies

B



COID letter for both companies or one letter where both companies are registered as a joint venture

C



Documents that will be used for SHE evaluation will be of the joint venture

Logos, template, names etc

International companies...

All the requirements applicable to South African based companies are also equally applicable to international contractors depending on the supplier risk category.

The following applies:

- ❖ Equivalent to COID (written in English) or COID registration if the supplier has offices in RSA.
- ❖ South African SHE legislative framework will prevail
- ❖ medical fitness certificates must be done by an Occupational Medical practitioner not General practitioner.. For suppliers with no employees or not operational they need to declare.

...Other condition

- ❖ Where a company has 1 employee (the owner/CEO) the individual shall submit an insurance letter that covers Accidental Death and Disability of up to R 500 000 or Tender letter from DOL



- At contract awarding a 37(2) agreement shall be signed.
- Before work can commence OHS file will be submitted to the Safety officers for evaluation.
- No work shall commence before the OHS file is approved.
- Supplier **MUST** declare his contractors at contract awarding or before work can commence (At all times)



Conclusion