


|   |  |                     |            |     |   |
|---|--|---------------------|------------|-----|---|
|  | For the supply and delivery of various safety signages on an “as-and-when required basis | Template Identifier | 32-726-17T | Rev | 1 |
|   |  | Document Identifier | 285-169455 | Rev | 0 |
|   |  | Effective Date      | April 2022 |     |   |


**Project Name:** For the supply and delivery of various safety signages on an “as-and-when required basis.


**Enquiry number:**

**Project Address:** Komati Power station

Eskom **Contract's Manager/End User**

Eskom's **OHS Manager**


Name: Cebisile Zulu  
 2025/01/22

Name: Daniel Mphuthi  
 2025/01/22

~~Eskom's Procurement Manager~~

Eskom's **OHS Practitioner**


Name: \_\_\_\_\_

Name: Cebisile Zulu  
 2025/01/17

## Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

|   |   |                     |            |     |   |
|---|---|---------------------|------------|-----|---|
|  | <b>For the supply and delivery of various safety signages on an “as-and-when required basis</b> | Template Identifier | 32-726-17T | Rev | 1 |
|   |   | Document Identifier | 285-169455 | Rev | 0 |
|   |   | Effective Date      | April 2022 |     |   |


## Table of Contents

|  |           |
|--|-----------|
| <b>1. INTRODUCTION</b>   | <b>3</b>  |
| <b>2. SUPPORTING CLAUSES</b>                                     | <b>3</b>  |
| 2.1 SCOPE  | 3         |
| 2.1.1 Purpose  | 3         |
| 2.1.2 Applicability  | 3         |
| 2.2 NORMATIVE/INFORMATIVE REFERENCES                             | 4         |
| 2.2.1 Normative  | 4         |
| 2.2.2 Informative  | 4         |
| 2.3 DEFINITIONS  | 5         |
| 2.4 ABBREVIATIONS  | 7         |
| <b>3. DOCUMENT CONTENT</b>                                       | <b>7</b>  |
| 3.1 SCOPE OF WORK  | 7         |
| 3.2 LEGAL COMPLIANCE   | 7         |
| 3.2.1 Section 37(2) (Legal) Agreement                            | 7         |
| 3.2.2 OHS Act  | 8         |
| 3.2.3 Legislative Compliance                                     | 8         |
| 3.3 ESKOM REQUIREMENTS   | 8         |
| 3.4 OCCUPATIONAL INJURIES AND ILLNESS INSURANCE                  | 8         |
| 3.5 COSTING FOR OHS WITHIN THE PROJECT                           | 8         |
| 3.6 ESKOM LIFE-SAVING RULES                                      | 8         |
| 3.7 SUBSTANCE ABUSE  | 9         |
| 3.8 CONTRACTOR ORGANISATIONAL STRUCTURE                          | 10        |
| 3.8.1 Main Contractor Organogram                                 | 10        |
| 3.9 MAIN CONTRACTOR INDUCTION TRAINING                           | 10        |
| 3.10 VEHICLE MANAGEMENT  | 10        |
| 3.11 SMOKING   | 11        |
| 3.12 CELLULAR PHONES   | 11        |
| 3.13 OCCUPATIONAL HEALTH, HYGIENE AND REHABILITATION             | 12        |
| 3.14 MEDICAL ASSESSMENTS   | 12        |
| 3.15 INCIDENT INVESTIGATION                                      | 12        |
| 3.16 EMERGENCY MANAGEMENT  | 12        |
| 3.17 OHS FILES   | 12        |
| 3.18 OMISSIONS FROM SAFETY AND HEALTH REQUIREMENTS SPECIFICATION | 13        |
| 3.21 ESKOM'S RIGHT TO TERMINATE THE CONTRACT                     | 13        |
| <b>4. AUTHORIZATION</b>  | <b>13</b> |

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

|   |   |                            |                   |            |          |
|---|---|----------------------------|-------------------|------------|----------|
|  | <b>For the supply and delivery of various safety signages on an “as-and-when required basis</b> | <b>Template Identifier</b> | <b>32-726-17T</b> | <b>Rev</b> | <b>1</b> |
|   |   | <b>Document Identifier</b> | <b>285-169455</b> | <b>Rev</b> | <b>0</b> |
|   |   | <b>Effective Date</b>      | <b>April 2022</b> |            |          |

## 1. INTRODUCTION

Eskom (Komati Power Station) responsibility and commitment is to ensure a safe working environment is in line with its Safety, Health, Environmental, and Quality (SHEQ) Policy 32-727, Komati OHS statement of commitment (325-919) and applicable legislative obligations. This OHS specification is Eskom Komati Power station minimum requirements which are required to be met for the duration of the contract period by contractors/suppliers. The contractor is expected to develop an OHS plan that is aligned to the requirements of OHS specification as well as all the relevant applicable legislation and any other requirements that they conform to. Eskom (Komati Power station) in no way assumes the contractor's legal responsibilities and liabilities. The contractor remains employer on their own right as such they are accountable and responsible for the health and safety of their employees.

**Note 1: All the requirements listed hereunder are in relation to the contract and do not supersede or replace any organizational OHS requirements.**

Where requirements listed are already in place, then the organizational requirements must be taken cognisance of and listed in the respective OHS plans. If there are any additional Eskom and/or legislative requirements listed in the OHS specification, then these must be addressed.

## 2. SUPPORTING CLAUSES

### 2.1 SCOPE

This OHS specification lists the legislative and Eskom - (Komati Power Station) requirements and, where applicable, any other local authorities' requirements that must be met by the contractor.

#### 2.1.1 Purpose

This document will provide a standardised approach to the compilation of OHS plan for supply and delivery of safety signages at Eskom- (Komati Power) station and any other ancillary.


#### 2.1.2 Applicability

This OHS specification is applicable to any contracting organisation that intends to respond to Eskom (Komati Power Station) supply and delivery of signage tender/enquiry.

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

|   |   |                            |                   |            |          |
|---|---|----------------------------|-------------------|------------|----------|
|  | <b>For the supply and delivery of various safety signages on an “as-and-when required basis</b> | <b>Template Identifier</b> | <b>32-726-17T</b> | <b>Rev</b> | <b>1</b> |
|   |   | <b>Document Identifier</b> | <b>285-169455</b> | <b>Rev</b> | <b>0</b> |
|   |   | <b>Effective Date</b>      | <b>April 2022</b> |            |          |

## 2.2 NORMATIVE/INFORMATIVE REFERENCES

Parties using this document shall apply the most recent edition of the documents listed in the following paragraphs.

### 2.2.1 Normative

- Occupational Health and Safety Act No 85 of 1993 and Regulations under it.
- National Road Traffic Act 93 of 1996.
- ISO 45001 Occupational Health and Safety Management System
- SANS 1186 Symbolic Safety Signs
- Compensation for Injuries and Occupational diseases Act No 130 of 1993
- SANS 1091: National Colour Standards
- Occupational Health and Safety Act No 85 of 1993


### 2.2.2 Informative

- [1] 32-136 Contractor Health and Safety Requirements
- [2] 32-95 Environmental, Occupational Health and Safety Incident Management Procedure
- [3] 32-727 SHEQ Policy
- [4] 240-62946386 Vehicle and Driver Safety Management Procedure
- [5] 235-919 Komati Statement of Commitment

## Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.


|   |  |                     |            |     |   |
|---|--|---------------------|------------|-----|---|
|  | For the supply and delivery of various safety signages on an “as-and-when required basis | Template Identifier | 32-726-17T | Rev | 1 |
|   |  | Document Identifier | 285-169455 | Rev | 0 |
|   |  | Effective Date      | April 2022 |     |   |

## 2.3 DEFINITIONS

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.


|   |   |                            |                   |            |          |
|---|---|----------------------------|-------------------|------------|----------|
|  | <b>For the supply and delivery of various safety signages on an “as-and-when required basis</b> | <b>Template Identifier</b> | <b>32-726-17T</b> | <b>Rev</b> | <b>1</b> |
|   |   | <b>Document Identifier</b> | <b>285-169455</b> | <b>Rev</b> | <b>0</b> |
|   |   | <b>Effective Date</b>      | <b>April 2022</b> |            |          |

| <b>Definition</b>                                   | <b>Explanation</b>  |
|---|---|
| <b>Appointed contractor</b>                         | Means a contractor appointed by the Main contractor   |
| <b>Baseline risk assessment</b>                     | (32-520) baseline operational risks refer to the health and safety risks associated with all standard processes and routine activities in the business  |
| <b>Business unit (BU)</b>                           | (32-296) means any defined unit within the Eskom environment, operating as a business under a particular cost-centre number. In the context of this document and in terms of health and safety, any reference to a BU includes a defined unit within any Eskom division and its subsidiaries  |
| <b>Client</b>                                       | (OHS Act) Eskom representative (Internal – Asset Owner), also referred to as the contract administrator/custodian or agent or project manager (as defined in the contract). He/she is the person responsible for ensuring that the works or services are executed in terms of the contract, as well as adherence to legislation pertaining to the contract. |
| <b>Contractor</b>                                   | (OHS Act) means an employer as defined in section 1 of the Act who performs contracted work and includes Main contractors   |
| <b>Employee</b>                                     | (OHS Act) means, subject to the provisions of subsection (2), any person who is employed by or works for an employer and who receives or is entitled to receive any remuneration or who works under the direction or supervision of an employer or any other person   |
| <b>Employer</b>                                     | (OHS Act) means, subject to the provisions of subsection (2), any person who employs or provides work for any person and remunerates that person or expressly or tacitly undertakes to remunerate him/her, but excludes a TES (ex labour broker) as defined in section 1(1) of the Labour Relations Act 1956 (Act No. 28 of 1956)                           |
| <b>Eskom requirements</b>                           | Eskom requirements flowing from directives, policies, standards, procedures, specifications, work instructions, guidelines, or manuals  |
| <b>Occupational Health and safety file</b>          | (OHS Act) means a file or other record in permanent form, containing the information required in relation to the contract.  |
| <b>Health and safety plan</b>                       | (OHS Act) means a document plan that addresses hazards identified and includes safe work procedures to mitigate, reduce, or control hazards identified  |
| <b>Occupational Health and safety specification</b> | (OHS Act) means a document specification of all health and safety requirements pertaining to associated to a contract, so as to ensure the health and safety of persons.  |
| <b>Lifesaving Rules</b>                             | (240-62196227) a rule that, if not adhered to, has the potential to cause serious harm to people  |

## Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

|   |  |                     |            |     |   |
|---|--|---------------------|------------|-----|---|
|  | For the supply and delivery of various safety signages on an “as-and-when required basis | Template Identifier | 32-726-17T | Rev | 1 |
|   |  | Document Identifier | 285-169455 | Rev | 0 |
|   |  | Effective Date      | April 2022 |     |   |

| Definition                            | Explanation  |
|---------------------------------------|--|
| <b>Medical Certificate of fitness</b> | (OHS Act) means a certificate valid for one year, issued by an occupational health practitioner, issued in terms of the regulations, whom shall be registered with the Health Professions Council of South Africa  |
| <b>Medical surveillance</b>           | (OHS Act) means a planned programme or periodic examination (which may include clinical examinations, biological monitoring, or medical tests) of employees by an occupational health practitioner or, in prescribed cases, by an occupational medicine practitioner |
| <b>Service provider</b>               | any private person or legal entity that provides any service(s) to Eskom for compensation  |
| <b>The Act</b>                        | (OHS Act) means the Occupational Health and Safety Act No. 85 of 1993, as amended, and the Regulations thereto   |

## 2.4 ABBREVIATIONS

| Abbreviation    | Description   |
|-----------------|---|
| <b>BU</b>       | Business Unit   |
| <b>COID Act</b> | Compensation for Occupational Injuries and Diseases Act           |
| <b>OHS Act</b>  | Occupational Health and Safety Act 85 of 1993 and its regulations |
| <b>LoG</b>      | (COID) Letter of Good Standing                                    |

## 3. DOCUMENT CONTENT

### 3.1 SCOPE OF WORK

For the supply and delivery of various safety signages and on an “as-and-when required basis for the period of 36 months.

### 3.2 LEGAL COMPLIANCE


#### 3.2.1 Section 37(2) (Legal) Agreement

A section 37(2) agreement must be signed between Eskom (Komati Power station) and the main contractor at the time of submitting the safety file. The main contractor must ensure that a section 37(2) agreement is compiled between the main contractor and all their appointed contractors for the contract. The original copy of the section 37(2) agreement must be retained by the contractor, and a copy must be retained by the responsible project manager/end user. A copy of all the agreements must form part of the respective contractor’s OHS file.

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

|   |   |                            |                   |            |          |
|---|---|----------------------------|-------------------|------------|----------|
|  | <b>For the supply and delivery of various safety signages on an “as-and-when required basis</b> | <b>Template Identifier</b> | <b>32-726-17T</b> | <b>Rev</b> | <b>1</b> |
|   |   | <b>Document Identifier</b> | <b>285-169455</b> | <b>Rev</b> | <b>0</b> |
|   |   | <b>Effective Date</b>      | <b>April 2022</b> |            |          |

### 3.2.2 OHS Act

The main contractor and appointed contractors shall have an up-to-date copy of the OHS Act and regulations which will be available to all employees.

### 3.2.3 Legislative Compliance

All contractors will comply with all the legislation pertaining to this contract being:  
The Main contractor and all appointed contractors will comply with all the legislation pertaining to this project being:

- Basic Conditions of Employment Act No 75 of 1997.
- Occupational Health and Safety Act and Regulations No 85 of 1993
- ISO 45001 Occupational health and safety management system
- SANS 1186 Symbolic Safety Signs
- Constitution of the Republic of South Africa No 108 of 1996
- Compensation for Occupational Injuries and Disease Act No 130 of 1993

### 3.3 ESKOM REQUIREMENTS

All contractors shall, before commencement of the project ensure that all their employees are familiar with the relevant Eskom OHS documentation that is applicable to contract services.

### 3.4 OCCUPATIONAL INJURIES AND ILLNESS INSURANCE

The Main contractor and all his/her appointed contractors shall be registered with an appropriate employment compensation commissioner and have a valid letter of good standing (LoG) from such commissioner available. The obligation lies with the contractors to ensure that the LoG remain valid throughout the contract period. A copy of the LoG must be filed in the contractor OHS files.

### 3.5 COSTING FOR OHS WITHIN THE PROJECT

The costing for OHS must be itemised based on the overall scope of the project, and the following will be minimum OHS resources to be cost for: OHS Human Resources, OHS Training, PPE, Medical, monitoring/survey, OHS file etc. no lump sum allocation for OHS costing will be accepted.

### 3.6 ESKOM LIFE-SAVING RULES


1. Eskom places a high value on health and safety and urges every organization that undertakes work for Eskom to do the same.
2. Eskom has developed five life-saving guidelines that will apply to all Eskom employees, agents, consultants, and contractors. Any Eskom employee or employee of a Main Contractor or appointed contractor who fails to follow these rules would be

### Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.



|   |   |                     |            |     |   |
|---|---|---------------------|------------|-----|---|
|  | <b>For the supply and delivery of various safety signages on an "as-and-when required basis</b> | Template Identifier | 32-726-17T | Rev | 1 |
|   |   | Document Identifier | 285-169455 | Rev | 0 |
|   |   | Effective Date      | April 2022 |     |   |

deemed a serious violation. These rules are in place to protect any employee, labour broker, or contractor working from significant injury or death.

3. If any contractual work (including delivery of any product) is to be undertaken on Eskom premises, the rules shall be obeyed by any contractor and their employees.

**Supplier at all times shall obey Number 3&4 at all times while onsite:**

| RULE   | DESCRIPTION OF RULE  |
|--------|--|
| Rule 3 | <b>BUCKLE UP</b><br>No person may drive any vehicle on Eskom business and/or on Eskom premises: Unless the driver and all passengers are wearing seat belts. |
| Rule 4 | <b>BE SOBER</b><br>No person is allowed to be under the influence of intoxicating liquor or drugs while on duty  |

1. Eskom will take a zero-tolerance approach to these policies.
2. Noncompliance to Life-saving rules is regarded serious misconduct and will result in serious disciplinary action, which may include dismissal.
3. This is to ensure that everyone who works on or visits an Eskom facility returns home to their families safely.


### 3.7 SUBSTANCE ABUSE

1. Alcohol and substance abuse are serious threats to any business, especially when it comes to workplace accidents and car driving. As a result, Eskom has the right to take reasonable procedures to identify and prohibit drunk people from entering the company.
2. General Safety Regulation 2A specifies the legal position on intoxication.
3. The allowable alcohol and drug level is 0% in Eskom premises.
4. All contractors must follow Eskom's procedure 32-37 ("Substance Abuse Procedure"), taking into account that this is an Eskom Life-saving Rule number 4: (BE SOBER),
5. Eskom's life-saving rules must be included in the induction process.
6. All employees involved in the scope of work must sign the Life-saving rule pledge before commencement of work.

## Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

|   |   |                            |                   |            |          |
|---|---|----------------------------|-------------------|------------|----------|
|  | <b>For the supply and delivery of various safety signages on an “as-and-when required basis</b> | <b>Template Identifier</b> | <b>32-726-17T</b> | <b>Rev</b> | <b>1</b> |
|   |   | <b>Document Identifier</b> | <b>285-169455</b> | <b>Rev</b> | <b>0</b> |
|   |   | <b>Effective Date</b>      | <b>April 2022</b> |            |          |

### 3.8 CONTRACTOR ORGANISATIONAL STRUCTURE

#### 3.8.1 Main Contractor Organogram

The Main contractor must provide an organisational organogram on the company's letter head related to this contract, depicting all the levels of responsibility from the CEO down to the supervisors responsible for the contract. List the relevant positions held, names of appointees, legal appointments and the Organogram must be signed off by the company's 16(1) or 16 (2).

### 3.9 MAIN CONTRACTOR INDUCTION TRAINING

The contractor must induct employees based on their organisation and OHS related matters associated with delivery and supply thereafter the contractor is required to decide with the Business Unit for its employees to attend induction to be granted permission to access site.

1. The Main contractor shall ensure that all his / her employees, appointed contractors and their employees have undergone the Eskom SHE induction training prior to commencing work on site.
2. Attendance registers must be completed of any induction training given, which must indicate that they have received and understood the induction training.
3. Prior to attending the induction training, all employees must undergo a pre-employment medical examination and found fit for duty. A copy of the certificate of fitness must be kept in the OHS file on site for the duration of the project.
4. It is the contractor's responsibility to keep records of induction training.


### 3.10 VEHICLE MANAGEMENT

1. It is the responsibility of the driver to ensure:
  - a. Their passengers wear seat belts whilst the vehicle is in motion.
  - b. Comply with all traffic road rules, safety, direction, and speed signs.
  - c. Ensure that vehicle loads are properly secured prior to moving off.
2. No persons maybe transported at the back of the bakkie.
3. Drivers are required to conduct the route risk assessment prior to travelling/driving.
4. No drivers or operators may text, talk on cell phones or two-way radios whilst driving.
5. All drivers shall have a valid medical fitness certificate.
6. The First aid box with valid contents and fire extinguishers must be included in the vehicle, be services annually and inspected monthly. Drivers must be trained on how to use the First aid box and fire extinguishers.

**Public**

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

|   |   |                            |                   |            |          |
|---|---|----------------------------|-------------------|------------|----------|
|  | <b>For the supply and delivery of various safety signages on an “as-and-when required basis</b> | <b>Template Identifier</b> | <b>32-726-17T</b> | <b>Rev</b> | <b>1</b> |
|   |   | <b>Document Identifier</b> | <b>285-169455</b> | <b>Rev</b> | <b>0</b> |
|   |   | <b>Effective Date</b>      | <b>April 2022</b> |            |          |

7. Two triangles must be included in the vehicle and the emergency number be displayed at the back of the vehicle.
8. Each Project site that is enclosed by demarcation will have system/ process to manage vehicle access to site.
9. Contractor must maintain their vehicles in a roadworthy condition and a vehicle license must be valid at all times and this is applicable to yellow plant.
10. Drivers of light vehicles must avoid stopping or parking in the vicinity of machines. At least 30 (thirty) meters must be left clear between such a vehicle and such a machine.
11. Contractor vehicles can be subject to inspections by the Client/Agent’s representative. Vehicles which are not roadworthy will not be permitted to be used on site.
12. Drivers/operators shall be responsible for the travel-worthiness of all loads conveyed by them. Precautions shall be taken to secure all loads properly. Loads projecting from vehicles shall be securely loaded and in daytime a red flag and during darkness a red light or red reflective material shall be attached to the extreme end of such projecting materials.
13. The vehicle inspection checklist must include but not limited to:
  - Reverse alarm / beeper
  - Yellow reflective tape
  - Mud flaps
  - Fire Extinguisher
  - 2 Triangles
  - First Aid Box
  - Safety belts for every seat
  - No fold-up or jockey seat
  - Tyres
  - License disc
  - Yellow reflective tape that must be fitted at a height of between 250mm and 1.5 metres
  - Speed warning sign (100km/h) at the back of the minibus
  - Driver have a Public Driving Permit

### 3.11 SMOKING

The national smoking policy must be observed, and smoking is permitted in designated areas only (Eskom Smoking Procedure 32-36).


### 3.12 CELLULAR PHONES

The National Road Traffic Act requirements regarding the use of cellular phones must be observed, when driving.

## Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

|   |   |                            |                   |            |          |
|---|---|----------------------------|-------------------|------------|----------|
|  | <b>For the supply and delivery of various safety signages on an “as-and-when required basis</b> | <b>Template Identifier</b> | <b>32-726-17T</b> | <b>Rev</b> | <b>1</b> |
|   |   | <b>Document Identifier</b> | <b>285-169455</b> | <b>Rev</b> | <b>0</b> |
|   |   | <b>Effective Date</b>      | <b>April 2022</b> |            |          |

### 3.13 OCCUPATIONAL HEALTH, HYGIENE AND REHABILITATION

All contractors are required to develop an Occupational Health, Hygiene and Rehabilitation program. The program is intended to ensure that the risks to health are identified and controlled.

### 3.14 MEDICAL ASSESSMENTS

**Note:** Eskom will only accept medical surveillances conducted by an Occupational Health Practitioner who holds a qualification in occupational health.

1. Main contractors must ensure that their employees and their appointed contractor employees have a medical surveillance program whereby their employees undergo entry, periodic and exit medical fitness examinations.
2. For the appropriate medical examinations to be conducted, each employee must have a man job specification, which must indicate the description of work, list of hazards and potential occupational exposure limits, physical hazards and required physical attributes.
3. Medical fitness certificates shall be renewed annually for employees who are working on site. This shall be maintained until completion of the contract.
4. The Main Contractor must ensure that his / her employees and appointed contractor employees have undergone pre-entry medical examination before starting work on the contract.
5. The Main contractor shall provide a documented process for managing those employees who are issued with a conditional certificate of fitness.
6. The contractor shall include in the OHS file the record of the employees exit medical fitness certificates as and when their employees leave the company.

### 3.15 INCIDENT INVESTIGATION

All incidents shall be managed in terms of OHS Act General Administrative Regulations 8 and 9, using Eskom Procedure 32-95 OHS incident management as a reference, and where injuries as contemplated in sections 24 and 25 have been sustained, be reported to the Department of Employment and Labour.

### 3.16 EMERGENCY MANAGEMENT

The contractor to familiarise themselves with the Eskom emergency response plan and procedure.


### 3.17 OHS FILES

1. OHS file means documents or records in permanent form, containing the information about the safety and health management system from inception, execution to completion of works.

**Public**

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.

|   |   |                            |                   |            |          |
|---|---|----------------------------|-------------------|------------|----------|
|  | <b>For the supply and delivery of various safety signages on an “as-and-when required basis</b> | <b>Template Identifier</b> | <b>32-726-17T</b> | <b>Rev</b> | <b>1</b> |
|   |   | <b>Document Identifier</b> | <b>285-169455</b> | <b>Rev</b> | <b>0</b> |
|   |   | <b>Effective Date</b>      | <b>April 2022</b> |            |          |

### 3.18 OMISSIONS FROM SAFETY AND HEALTH REQUIREMENTS SPECIFICATION

By drawing up this OHS specification, Eskom has endeavoured to address the most critical aspects relating to OHS issues in order to assist the contractor to adequately provide for the health and safety of employees on site.

Should Eskom not have addressed all SHE aspects pertaining to the work that is tendered for, the contractor needs to include it in the OHS plan and inform Eskom of such issues when signing the contract.

### 3.21 ESKOM'S RIGHT TO TERMINATE THE CONTRACT

The contractor/supplier shall always comply with Eskom's occupational health and safety (OHS), legal and other requirements as amended for the duration of the contract. In addition, the contractor shall comply with the requirements contained in the OHS Specification. Eskom reserves the right to terminate the contract if the contractor has built up a history of poor performance or non-conformance in relation to matters of Eskom OHS and legal compliance. No work may commence until the health and safety file has been approved by Eskom OHS personnel.

## 4. AUTHORIZATION

All respective role players as per first page ought to authorise this document, include their names before this document is deemed operational.

## Public

When downloaded from the document management system, this document is uncontrolled and the responsibility rests with the user to ensure it is in line with the authorised version on the system.

No part of this document may be reproduced without the expressed consent of the copyright holder, Eskom Holdings SOC Ltd, Reg No 2002/015527/30.