

**CODE OF CONDUCT FOR CONTRACTORS / CONSULTANTS AND CONSULTANT'S /
CONTRACT WORKERS**

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| Definition of Power Station | 1 | The words "Power Station" in this Context shall include all other area associated with the Power Station operation of Tuas Power Generation Pte. Ltd. located at 60 Tuas South Avenue 9, Singapore 637607. |
| Definition of TMUC | 2 | The words "TMUC" in this context shall include all other areas associated with the work site operation of Tembusu Multi-Utilities Complex located at 20 Tembusu Crescent, Singapore 627610. |
| Definition of Work Sites | 3 | The words "Work Sites" in this context shall include Power Station operation at Power Station and work site operation at TMUC or any assigned location, Premises and work site operation by Tuas Power Ltd and/or its subsidiaries. |
| Power Station is a gazetted and protected place | 4 | The Power Station is a gazetted and protected place. |
| Power Station is a registered factory | 5 | The Power Station is a registered factory. |
| Security Measures at the Work Sites | 6 | Strict adherence to security measures must be complied by all Contractors / Consultants and their workers. |
| Rules and Regulations | 7 | All Contractors / Consultants and their workers must comply with the provisions of the Workplace Safety and Health Act, and regulations thereunder and any other statutory requirements. In addition, the Contractors / Consultants and their workers shall comply with the Work Sites safety rules and regulations. |
| Name List of all Workers | 8 | The Contractors / Consultants must submit to the Security Officer a list of names, NRIC numbers / passport numbers / work permit / FIN numbers and designations of their workers through the respective Head of Department or Head of Section for approval and screening at least 4 working days in advance before the workers commence work. For urgent works, the Contractors / Consultants must submit the name list or any changes through the respective Head of Department or Head of Section at least 1 working day in advance, where possible. |
| Passport and Work Permit of foreign workers | 9 | The original copy of either the passport or Work permit of foreign workers should be produced at the guardhouse for obtaining the daily Entry |

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Pass.

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| Work beyond Normal Hours, Sundays or Public Holidays | 10 | The Contractors / Consultants must submit a list of names of their workers to the Security Officer through the respective Head of Department or Head of Section if they are required to work beyond the normal working hours or during Sundays / Public Holidays. This list must be submitted to the Security Officer at least one working day in advance before the commencement of the work. |
| Work Clothing and Displaying of Pass | 11 | All Contractors / Consultants and their workers must wear proper work clothing bearing their company's name and must display their pass prominently at all times. |
| Security Fence | 12 | The Contractors / Consultants must report immediately to the Security Officer whenever they damage any security equipment e.g. fence intrusion detection system, perimeter fencing, gate, overhead pipe-rack, and etc. |
| Vehicle Movement | 13 | All Contractors / Consultants and their workers' vehicles must be parked at the designated car park. Vehicles must not be driven around the Work Sites except when loading / unloading of materials / equipment. The vehicles must be parked at the designated car park if the vehicles are to remain in the Work Sites. Movement of vehicles within the Work Sites must be approved by the Security Officer. |
| Obeying all Signs | 14 | All Contractors / Consultants and their workers must comply with speed limits and safety signs displayed in the Work Sites. |
| Wearing of Safety Equipment | 15 | The Contractors / Consultants shall provide their workers with all the necessary safety equipment for work as required under the Workplace Safety and Health Act. All contract workers must use their safety equipment whenever they are in the Work Sites. All Contractors / Consultants and their workers shall undergo the compulsory medical examinations as required at law if they are employed in a place or factory and in any occupation involving exposure to a particular type of hazards. For instance, a hearing test is required by the Work Sites and the report has to be submitted through the authorised staff prior to the commencement of work to safeguard their safety and health at work. |
| Contractor / Consultant Workers' | 16 | The Contractors / Consultants shall solely be responsible for the safety, health and welfare of |

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Safety, Health and Welfare		all their workmen.
Work Sites Materials / Equipment	17	All Contractor's / Consultant's workers shall not make use of the compressed air, water, electrical power and equipment or instrument belonging to the Work Sites without proper authorisation.
Confined to Work Places	18	All contract workers should only confine themselves to their work places and must not loiter, rest or sleep around the Work Sites.
Appearance	19	All contract workers must be properly attired and have neat and decent haircuts.
Behaviour in Work Sites Compound	20	All contract workers must not behave in unruly manner, using abusive language, running or shouting when they are in the Work Sites.
Littering and Spitting	21	All contract workers must not litter or spit in the Work Sites and must ensure that cleanliness is always maintained.
Vandalism	22	Any contract workers found / caught committing vandalism in the Work Sites will be handed over to the police for action.
Toilet Facility	23	All contract workers are to use the toilet facility designated for changing, washing, bathing, etc. and must ensure that cleanliness is maintained at all times.
Canteen	24	All Contractors / Consultants and their workers shall keep to the time allocated to them to buy/consume their food.
Contractor's / Consultant's Materials / Equipment	25	The Contractors / Consultants shall declare all the tools and materials to the Security Officer before entering and leaving the Work Sites. Contractors / Consultants are solely responsible for the safekeeping of their own equipment, tools, materials and consumable in a neat, tidy and safe manner at the designated locations.
Compliance with Rules and Regulations Prescribed by the Company	26	The Contractor / Consultant shall ensure that all their employees or agents at all times while at the Work Sites, comply in every respect with such other rules and regulations or code of conduct as may be prescribed by the Company from time to time in relation to the information security policies of the Company (an extract of which is enclosed), the entry by and presence and conduct of the Contractor's / Consultant's personnel, or otherwise howsoever concerning the Company.

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| Breach of Code of Conduct | 27 | Head of Department or Head of Section has the right to refuse any contractor and his workers from working in the Work Sites if it was found that any of the rules in the Code of Conduct is breached. |
| Loss of Entry Pass | 28 | Entry Pass must be displayed by the Contractors / Consultants and their workers at all times whilst in the Premises of the Work Sites. The Security Officer must be informed of any loss of Entry Pass immediately and thereafter a police report has to be lodged, a copy of which is to be submitted to the Security Officer. An administrative fee of S\$20.00 shall be imposed on any loss or damage to the Entry Pass. |