	<b>OHS Requirements for</b> Appointment of a Main contractor to support Eskom in conducting a feasibility study to assess the business case for a mushroom and “eco-brick” production from alien vegetation at, or nearby Komati power station	<b>Template Identifier</b>	<b>32-726-11T</b>	<b>Rev</b>	<b>1</b>
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**Project Name:** Feasibility study to assess the business case for a mushroom and “eco-brick” production from alien vegetation at, or nearby Komati power station

**Project Address:** Komati Power Station, R35 Bethal Road, Blinkpan

**Scope of the project:** To conduct a comprehensive feasibility study that includes a thorough evaluation of technical options and a financial analysis enabling the development and implementation of one or more Biogas plants within the Mpumalanga region.

Eskom Contract’s Manager/End User

Name: Sam Moswane

Signature: 

Date: 23/05/2025

Eskom’s OHS Manager

Name: Daniel Mphuthi

Signature: 

Date: 23/05/2025

Eskom’s OHS Senior Advisor

Name: Cebisile Zulu


Signature: 

Date: 23/05/2025

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## 1. Introduction

Eskom's responsibility and commitment is to ensure a safe working environment is in line with its Safety, Health, Environmental, and Quality (SHEQ) Policy and applicable legislative obligations. This OHS requirements is Eskom Generation's minimum requirements which are required to be met for the duration of the contract period by main contractors/contractors and, where required, the delivery organisation. The main contractor is expected to develop an OHS manual that meets these requirements as well as all the relevant applicable legislation that they conform to. Eskom in no way assumes the main contractor's legal responsibilities and liabilities. The main contractor is and remains accountable for the quality and execution of their health and safety programme for themselves. This OHS requirements reflects minimum requirements and should not be construed as all-encompassing.

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

## 2. Supporting Clauses

### 2.1 Scope

This OHS requirements lists the legislative and Eskom requirements and, where applicable, any requirements pertaining to local authorities, municipal by-laws, legislation that must be met by the main contractor.

#### 2.1.1 Purpose

This document will provide a standardised approach to the compilation of OHS requirements throughout Eskom Generation business for contracts, standards, and NEC 3.

#### 2.1.2 Applicability

This OHS requirements is applicable to any contracting organisation that intends to respond to Eskom Generation's tender/enquiry with the intention of entering a contract.

## 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

[1] Basic Conditions of Employment Act No 75 of 1997

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- [2] National Road Traffic Act 93 of 1996
- [3] 32-37 Eskom Substance Abuse Procedure
- [4] 240-62196227 Life- saving Rules
- [5] 32-95 Environmental, Occupational Health and Safety Incident Management Procedure
- [6] 240-62946386 Vehicle and Driver Safety Management Procedure
- [7] 32-520 Risk Assessment procedure


### 2.2.2 Informative

- [1] Tobacco Products Control Act 83 of 1993 (Updated 2011.05.19)
- [2] Constitution of the Republic of South Africa No 108 of 1996

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## 2.3 DEFINITIONS

Definition	Explanation
<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>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>Contract’s Manager/End User</b>	The person defined in a contract as the Eskom representative, for example, the project manager/contract custodian, that is, the person responsible for managing the contract and ensuring that the works or services are executed in terms of the contract.
<b>Controlled disclosure</b>	controlled disclosure to external parties (either enforced by law or discretionary)
<b>Duty of care to the environment</b>	(32-136) anybody who causes or has caused or may cause significant pollution or degradation of the environment must take reasonable measures to prevent such pollution or degradation from occurring, continuing, or recurring. If such harm to the environment is authorised by law or cannot be avoided or stopped, such person must minimise and rectify such pollution or degradation of the environment
<b>Eskom requirements</b>	Eskom requirements flowing from directives, policies, standards, procedures, requirements, work instructions, guidelines, or manuals
<b>Health and safety manual</b>	(OHS Act) means a document plan that addresses hazards identified and includes safe work procedures to mitigate, reduce, or control hazards identified and is specific to each Work project undertaken. This is usually compiled by the <i>Main contractor</i> or contractor and approved by the Client/Agent for which contracting work will be performed.
<b>Occupational Health and safety requirements</b>	means comprehensive health and safety requirements for a contract, project, site, and scope of work. This requirement is intended to ensure the health and safety of persons, both workers and the public, and the duty of care to the environment. The health and safety requirements must be specific to each contract, project, site, and scope of work.
<b>Lifesaving Rules</b>	(240-62196227) a rule that, if not adhered to, has the potential to cause serious harm to people
<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


## 2.4 ABBREVIATIONS

Abbreviation	Description
<b>CEO</b>	Chief Executive Officer

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<b>Abbreviation</b>	<b>Description</b>
<b>GAR</b>	General Administrative Regulations
<b>GSR</b>	General Safety Regulations
<b>OHS Act</b>	Occupational Health and Safety Act and Regulations, 85 of 1993
<b>OHS</b>	Occupational Health and Safety
<b>PPE</b>	Personal Protective Equipment
<b>SAPS</b>	South African Police Services

### 3. Document content

#### 3.1 SCOPE OF WORK

**Appointment of a Main contractor to support Eskom in conducting a feasibility study to assess the business case for a mushroom and “eco-brick” Production from alien vegetation at, or nearby Komati power station****LEGAL COMPLIANCE.**

##### 3.1.1 OHS Act

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

##### 3.1.2 Insurance

The Main contractor shall provide a copy of the insurance taken to cater for the medical costs of the individuals in case of injuries. The obligation lies with the Main contractor to ensure that the insurance remains valid throughout the contract period. A copy of the insurance must be filed in the Main contractors OHS files and submitted to Eskom before start of the work.

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

A section 37(2) agreement must be signed between Eskom and the consulting company at the time of submitting the safety file. A copy of the agreements must form part of the respective contractor’s OHS file.


The main contractor always, considers itself to be the “Employer” for the purposes of the OHS Act, and shall not consider itself under the supervision or management of the Client regarding compliance with the SHE Requirements.

The main contractor shall furthermore not consider itself to be a subordinate or under the supervision of the Client in respect of these matters. The main contractor is always responsible

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for the supervision of its employees and assumes full responsibility and accountability for ensuring they are competent, aware of the OHS requirements and execute the works in accordance with the OHS requirements and legislative requirements.

### 3.1.4 Legislative Compliance

The Main contractor shall comply with all the legislation pertaining to this project being:

1. The Constitution of the Republic of South Africa (particularly Section 24 of the Bill of Rights).
2. Occupational Health and Safety Act 1993 (Act 85 of 1993) and its Regulations.
3. National Road Traffic Act 93 of 1996.
4. Compensation for Occupational Injuries and Diseases Act.

## 3.2 ESKOM REQUIREMENTS

The Main contractor shall, before commencement of the project ensure that all individuals are familiar with the relevant Eskom OHS documentation that is applicable to the project.

### 3.2.1 OHS Policy

1. The OHS policy is a statement of intent and a commitment by the organization’s CEO and senior management in relation to the relevant OHS roles and responsibilities, the achievement of their strategic objectives, and values of integrity, customer satisfaction, excellence, and innovation. The main contractor, if not already in place, will be required to compile an organisational OHS policy in line with their OHS responsibilities. The policy must be signed by the organisation’s CEO or the appointed assistant to the CEO, OHS Act Section 16(2).
2. Eskom has a SHEQ Policy that clearly states the policy principles by which Eskom operates and the commitment to SHEQ excellence and is authorised by the Eskom Group Chief Executive.
3. Eskom SHEQ Policy will be handed to the Main contractor when site establishment is completed. Contractor will be required to communicate the Eskom SHEQ policy.

### 3.2.2 Appointment of a Main contractor


The Main contractor will be appointed by Eskom on the awarding of the contract and will be responsible and accountable for all legislative and Eskom requirements for the duration of the contract.

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### 3.2.3 Eskom Life-saving Rules

Eskom places a high value on health and safety and urges every organization that undertakes work for Eskom to do the same.

Eskom has developed six life-saving guidelines that will apply to all Eskom employees, agents, main contractors, and contractors. Any employee of the Main contractor who travels to site and fails to follow these rules would be deemed a serious violation. These rules are in place to protect any employee, labour broker, students or contractor working from significant injury or death.

The Main contractor shall ensure that all employees and every individual visiting the site must comply with all life-saving rules applicable to the main contractor.

**The rules are:**

<b>Rule</b>	<b>Description</b>
<b>Rule 1:</b>	Open, Isolate, test, earth, and create an equipotential zone before touch
<b>Rule 2:</b>	Hook up at height
<b>Rule 3:</b>	Buckle up
<b>Rule 4:</b>	Be sober
<b>Rule 5:</b>	Ensure that you have a permit to work
<b>Rule 6</b>	Ensure Safe Live Working

Eskom will take a zero-tolerance approach to these rules.

Noncompliance to Life-saving rules is regarded serious misconduct and will result in serious disciplinary action, which may include termination of the Contract.

### 3.2.4 Substance abuse


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 Eskom site.

1. General Safety Regulation 2A specifies the legal position on intoxication.
2. The allowable alcohol and drug level is 0% in Eskom premises.
3. The Main contractor must follow Eskom's procedure 32-37 ("Substance Abuse Procedure"), considering that this is an Eskom Life-saving Rule number 4: (BE SOBER"),
4. Eskom's life-saving rules must be included in the induction process.
5. All individuals involved in the work must sign the Life-saving rule pledge before commencement of work.

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### 3.3 MAIN CONTRACTOR’S ORGANISATIONAL STRUCTURE

#### 3.3.1 Organogram

1. The Main contractor shall provide an organisational organogram related to this project, depicting all the levels of responsibility from the CEO down to the supervisors responsible for the project. List the relevant positions held, names of appointees and legal appointments.
2. This diagram must be signed off by the 16.1 or 16.2 and kept up to date and filed in the project OHS file.

### 3.4 INDUCTION TRAINING

1. The main contractor shall ensure that employees undergo the company induction regarding the hazards prevalent on the work site, scope specific risk assessment, rules and regulations, and other related aspects.
2. The main contractor is required to make arrangement with the Komati Power Station OHS department for its employees to attend Eskom induction prior to commencing work on site.
3. Proof of inductions shall be kept in the OHS file and be made available to Eskom on request.

### 3.5 CELLULAR PHONES

The National Road Traffic Act requirements regarding the use of cellular phones must be observed, when driving . Use of cellular phone while driving in an Eskom site is not allowed.


### 3.6 SECURITY ACCESS

1. The main contractor must submit the following documents to gain access to Komati site.
  - Approved safety file form
  - Access application forms
  - Copy of IDs
  - Valid medical certificates of fitness
2. All main contractor employees must undergo criminal checks and submit proof from SAPS that they have no criminal records prior to access to Komati site.
3. The following items are prohibited and shall not be allowed on Komati site unless the necessary authorisation for possession has been obtained:
  - Firearms and ammunition
  - Liquor/ Alcohol

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### 3.7 FIRST AID AND EQUIPMENT

1. The requirements of the OHS Act GSR 3 must be observed.
2. When appointing employees for work sites, cognisance must be taken into account the type of work performed, the distance teams are working apart and the terrain to be covered if an emergency should arise.
3. A list of emergency numbers must made accessible for all individuals.
4. The Main contractor must ensure that individuals are familiar with the emergency numbers.
5. The Main contractor shall have one first aid box for the first 5 persons and thereafter one for every 50, considering the type of work performed.

#### Boxes and equipment

The following is a list of minimum contents of a first aid box:

- Item 1: Wound cleaner/antiseptic (100ml).
- Item 2: Swabs for cleaning wounds.
- Item 3: Cotton wool for padding (100 g).
- Item 4: Sterile gauze (minimum quantity 10).
- Item 5: 1 Pair of forceps (for splinters).
- Item 6: 1 Pair of scissors (minimum size 100 mm).
- Item 7: 1 Set of safety pins.
- Item 8: 4 Triangular bandages.
- Item 9: 4 Roller bandages (75 mm X 5 m).
- Item 10: 4 Roller bandages (100 mm X 5 m).
- Item 11: 1 Roll of elastic adhesive (25 mm X 3 m).
- Item 12: 1 Non-allergenic adhesive strip (25 mm X 3 m).
- Item 13: 1 Packet of adhesive dressing strips (minimum quantity, ten assorted sizes).
- Item 14: 4 First aid dressings (75 mm X 100 mm).
- Item 15: 4 First aid dressings (150 mm x 200 mm).
- Item 16: 2 Straight splints.
- Item 17: 2 Pairs large and 2 pairs medium disposable latex gloves.
- Item 18: 2 CPR mouth pieces or similar devices.

A content check list must be available with all boxes and boxes shall be checked on a regular basis, kept clean and dust free.


### 3.8 OHS COSTING

The Main contractor, when making a bid for this project shall provide a breakdown list of the OHS costing, e.g., PPE, Insurance, medical surveillance, etc.

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### 3.9 STATUTORY APPOINTMENT

The Main contractor must appoint competent workers who will comply with the OHS Act for the duration of the contract. Before requiring appointees to accept an appointment, the employer must ensure that they have received appropriate training and/or information about their responsibilities. The relevant statutory appointments must be made in compliance with the OHS Act's criteria, which include appointing a qualified individual to the appropriate roles.

#### Appointment and Competencies

1. The main contractor shall in writing appoint as per the OHS Act, Regulations and other requirements appoints incident investigator as per general administrative regulation 9.

Reference	Description
GAR 9(2)	Incident / Accident Investigator

### 3.10 SMOKING

The national smoking policy must be observed, and smoking is permitted in designated areas only.

### 3.11 SNAKES AND OTHER INSECTS AT THE WORKPLACE

1. Snakes and other insects can be found in the area where work will be executed.
2. The main contractor will ensure proper training is done to all employees on snakes, bees, and other insects before work commence.
3. The main contractor will ensure that employees will not try to catch, kill, or remove snakes themselves. The snake handler will be called to remove the snakes.

### 3.12 MEDICAL ASSESSMENTS


Medical surveillances shall be conducted by an Occupational Health Practitioner who holds a qualification in occupational health.

- The Main contractor must ensure that individuals have a valid medical fitness certificate.
- 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.

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- The Main contractor must provide a documented process for managing those individuals who are issued with a conditional certificate of fitness.
- The Main contractor shall include in the OHS file the record of the employees exits medical fitness certificates when the contract is done.

### 3.13 RISK ASSESSMENTS

It is a legal requirement in terms of Section 8 (2)(d) of the OHS Act for an employer to carry out risk assessments, to establish which risks and hazards are attached to the health and safety of persons due to any work which is performed, any article or substance which is, handled, stored, transported. A risk assessment is defined as an identification of the hazards associated with the scope of work and an estimate of the extent of the risks involved, considering whatever precautions are already being taken. It is a three-stage process:

- identification of all hazards.
- evaluation of the risks.
- Measures to control the risks.


Guidelines for actual steps involved in a job/task specific risk assessment are:

- Each activity is listed.
- Specific hazards are identified and listed against each activity.
- The magnitude of each risk is rated as Low. Medium or High.
- All known documentary and supervisory controls are listed. For instance: What safe work procedures exist for ladders.
- The relevance, effectiveness and sufficiency of these controls are assessed.
- In the event of insufficient or deficient controls for the activity, steps to be taken to rectify this shall be recorded, and safe working procedures drawn up.
- Persons responsible for implementing and supervising the task shall be identified, nominated, and duly assigned.
- Persons responsible for monitoring the task and conducting the planned job observation must be nominated.
- Completed risk assessment shall be handed to the client representative for comment and approval.
- The relevant section of the risk assessment shall be issued with a Transmittal Note to the Supervisor nominated as the responsible person; and the names of workers who have received instruction on the work content and the sequence of the activities listed in the risk assessment shall be recorded, and their competence established. This instruction shall be done through an interpreter if required and recorded on the Pre-Job Brief (Daily Safe Task Instructions), with reference to applicable Risk Assessments.

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	<b>OHS Requirements for</b> Appointment of a Main contractor to support Eskom in conducting a feasibility study to assess the business case for a mushroom and “eco-brick” production from alien vegetation at, or nearby Komati power station	<b>Template Identifier</b>	<b>32-726-11T</b>	<b>Rev</b>	<b>1</b>
		<b>Document Identifier</b>	<b>285-169483</b>	<b>Rev</b>	<b>0</b>
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Risk assessments are required to be maintained. This means that significant changes to a process or activity, or any new process or activity should be subjected to a risk assessment and that if new hazards become known during the work process, then these should also be subjected to risk assessments. Method statements or written safe work procedures are an effective method as information and record of the way jobs / tasks must be performed. Daily or issue based or task specific or on the job risk assessments must be conducted at the place where work is to be performed/ conducted to allow the Main contractor management and employees to assess any inherent risks that could have been overlooked during the initial risk assessment or any changes that might have occurred in a period of absence. For example, if a job / task is extended over a day or halted due to inclement weather.

### 3.14 PERSONAL PROTECTIVE EQUIPMENT REQUIREMENTS

1. The Main contractor shall provide PPE free of charge for their own use. The issued PPE must be risk based.
2. The Main contractor shall comply with the requirements of GSR 2 of the OHS Act and Eskom PPE Requirements Standard 240-44175132.
3. All PPE purchased and used by main contractor employees including visitors must comply with the relevant SANS standards.
4. The Main contractor is required to conduct monthly inspection of PPE and records must be kept in the Safety.
5. The Main contractor shall provide training to individuals on the correct use, care and maintenance of PPE and keep the record.

### 3.15 INCIDENT MANAGEMENT


1. All incidents shall be investigated in terms of OHS Act General Administrative Regulations 8 and 9, using Eskom Procedure 32-95: Occupational Health and Safety Incident Management procedure 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.
2. The Main contractor shall use the Eskom flash report to report incidents immediately or before end of shift. The standard General Administrative Regulation Annexure 1 “Recording of an Incident form” for all incident investigation reports. The objective of incident investigation should not only be a legal requirement but should establish why and how the incident occurred and find out the real root cause of the incident and to decide on precautionary measures that are required to address the root cause to prevent any further recurrences of the same or similar incidents.
3. The Main contractor must lead the investigation and Eskom project manager or representative must form part of the investigation team. All the occupational health and safety incident investigations must be concluded within ten (10) working days.

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Occupational health and safety incidents include first aid, medical, lost time injury (LTIs), occupational diseases and fatalities.

### 3.16 EMERGENCY MANAGEMENT

1. The art of emergency preparedness and response is to minimise the effects of any emergency and to restore normal activities as soon as possible. The main contractor must familiarise themselves with the client's emergency response plan and procedures.
2. The main contractor shall ensure that his employees are familiar with the emergency numbers.
3. Komati Power Station emergency number is 013 295 9880. Emergency numbers will also be part of the OHS induction.
4. The main contractor shall have one first aid box for the first 5 persons and thereafter one for every 50 workers on site or part thereof.
5. Where services are not available from the medical centre or where there is no medical centre, the main contractor shall make alternative arrangements for any medical assistance. Proof of this must be made available in the main contractor OHS manual.
6. If a person needs to be transported to a hospital, the main contractor will inform Eskom. The Supervisor will accompany the employee to the Hospital.

### 3.17 VEHICLE MANAGEMENT

1. It is the responsibility of the driver to ensure:
  - Their passengers wear seat belts whilst the vehicle is in motion.
  - Comply with all traffic rules, safety, and speed signs.
2. No persons may be transported at the back of the bakkie without seats belts.
3. No drivers may text, talk on cell phones whilst driving.
4. All drivers shall have a valid medical fitness certificate.

### 3.18 OHS FILES


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. The OHS file must be submitted to Eskom two (2) weeks prior to start of the work for evaluation. The OHS file must be compiled based on the requirements stated in this document.

The Main contractor OHS manual will be audited against compliance checklist to verify compliance to the Eskom OHS requirements. Once there is compliance only then will the Main contractor OHS manual will be approved by the Eskom project manager.

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### 3.19 OHS MANUAL

The Main contractor shall use the information stipulated the OHS requirements to develop a suitable and sufficient OHS manual, submitted with tender documents, which will indicate to the Eskom the level of compliance to the OHS requirements. The OHS manual shall identify each activity to be undertaken by the main contractor, the foreseeable internal and external hazards, the specific precautions, and controls that shall be necessary to ensure that the works proceeds safely and without risks to health.

Upon discussions with the Main contractor, a final accepted OHS manual would be signed and approved by Eskom.

### 3.20 OMISSIONS FROM SAFETY AND HEALTH REQUIREMENTS F

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

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

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

The main contractor 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 main contractor shall comply with the requirements contained in the OHS Requirements. 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 occupational health & safety and legal compliance. No work may commence until the health and safety file has been approved by Eskom OHS personnel.

### 3.22 EMPLOYEES' RIGHT OF REFUSAL TO WORK IN AN UNSAFE SITUATION

Employees have a duty to take reasonable care of their own as well as other person's health and safety at work and to cooperate with the employer, carry out lawful orders, including reporting unsafe situations and incidents.


Refer to Eskom Procedure 240-43848327- Employees' right of refusal to work in an unsafe situation. The aim of the procedure is to ensure that an environment is created that promotes

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zero harm by empowering employees and *Contractors* to take responsibility for their own safety and that of others.

### 3.23 CONTRACT SIGN OFF

On completion of the project, the *Main contractor* shall close out his/her project documentation and handover it to the Eskom *Project Manager*.

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