	<b>Eskom Real Estate</b> <b>Supply and Delivery of LED Lights</b> <b>SHE SPECIFICATION</b>	<b>Template Identifier</b>	<b>240-73419711</b>	<b>Rev</b>	<b>2</b>
		<b>Document Identifier</b>	<b>GFD_ERE_MWP_SHE SPEC_LED01</b>	<b>Rev</b>	<b>1</b>
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		<b>Review Date</b>	<b>N/A</b>		

**Project Name:** Supply and Delivery of LED Lighting for the period of Twelve (12) Months on as and when required basis at Megawatt Park (MWP).

**Project Address:** Eskom Megawatt Park\_ 2 Maxwell Drive Sunninghill

**Scope of the project:**

Supply and delivery of LED lighting on an-as-and when needed basis for twelve (12) months at Megawatt Park (MWP).

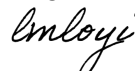
The service provider will be expected to Supply and Deliver LED Lighting as per the table below on an-as -and when required basis for twelve (12) months.

Lighting supplied and delivered should conform to the following.

- Be SANS approved
- ISO 8995 compliant
- ISO 7 compliant
- IEC 60598 compliant

Compiled by:

Lungile Mloyi



Designation:

Officer SHEQ


Date:

11 January 2026

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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 Policy, along with legislative obligations.

This SHE specification is Eskom's minimum requirements which are required to be met for the specific contract and for the duration of the contract period by contractors and where required, the delivery organisation.

The contractor is expected to develop a OHS plan which meets these requirements as well as all the relevant applicable legislation they conform to.

Eskom in no way assumes the contractor's legal responsibilities. The contractor is and remains accountable for the quality and the execution of his/her health and safety programme for his/her employees and appointed contractor employees.

This SHE specification reflects minimum requirements and should not be construed as all encompassing.

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

**Note 2:** In terms of Eskom requirements, a section of this professional contract falls within the requirements of the Construction Regulations.


Although there are requirements listed in this specification that do not pertain directly to air charter, the requirements are expect of an air charter contractor business to conform to. These requirements are in line with Eskom's Zero Harm value.

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

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## 2. Supporting Clauses

### 2.1 Scope

This SHE specification lists the legislative and Eskom requirements and where applicable, any requirements pertaining to Local Authorities / Municipal by-laws / Environmental legislation that must be met by the contractor.

#### 2.1.1 Purpose

This document will provide a standardised approach to the compilation of SHE specifications throughout Eskom for contracts and standard and NEC 3 contracts

#### 2.1.2 Applicability

This SHE specification is applicable to any contracting organisation who intends tendering for the 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.
- [2] Occupational Health and Safety Act and Regulations No 85 of 1993.
- [3] National Environmental Management Act 107 of 1998.
- [4] National Road Traffic Act 93 of 1996.
- [5] 32-37 Eskom Substance Abuse Procedure.
- [6] National Disaster


#### 2.2.2 Informative

- [1] 32-726 Mandatory SHE Requirements for Eskom Procurement and Supply Chain Management
- [2] 240-62196227 Eskom Life Saving Rules
- [3] Tobacco Products Control Act 83 of 1993 (Updated 2011.05.19)
- [4] Constitution of the Republic of South Africa No 108 of 1996

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- [5] 32-95 Eskom Procedure Manual for Performing Occupational Health & Safety Management & Environmental Management: Conducting EH&S Incident Management.
- [6] 32-136 Contractor Health and Safety Requirements
- [7] 240-62196227 Life- saving Rules
- [8] 32-727 SHEQ Policy
- [9] 240-62946386 Vehicle and Driver Safety Management Procedure
- [10] 240- 53464409 Non-conformity and Corrective Action Procedure
- [11] National Disaster Act


## 2.3 Definitions

<b>Definition</b>	<b>Explanation</b>
<b>Appointed contractor</b>	Means a contractor appointed by the principal 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>Client</b>	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>Competent person</b>	(OHS Act) means any person having the knowledge, training, experience, and qualifications, specific to the work or task being performed, provided that, where appropriate, qualifications and training are registered in terms of the South African Qualifications Authority Act, 1995 (Act No. 58 of 1995)
<b>Contractor – includes appointed contractor</b>	means an employer as defined in section 1 of the Act who performs contract work and includes principal contractors
<b>Consultant</b>	means a person providing professional advice
<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 reasonably be avoided or stopped, such person must minimise and rectify such pollution or degradation of the environment

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<b>Definition</b>	<b>Explanation</b>
<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>Hazard</b>	(OHS Act) means a source of, or exposure to, danger
<b>Hazard identification</b>	(OHS Act) means the identification and documenting of existing or expected hazards to the health and safety of persons, which are normally associated with the type of construction work being executed or to be executed
<b>Health and safety file</b>	(OHS Act) means a file or other record, containing the information in writing required by the construction regulations.
<b>Health and safety specification</b>	(OHS Act) means a site, activity or project specific document prepared by the client pertaining to all health and safety requirements related to construction work.
<b>Health and safety requirements</b>	means comprehensive health and safety requirements for a contract, project, site, and scope of work. This specification 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>Medical certificate of fitness</b>	(OHS Act) means a certificate specific to the work to be performed and issued by an occupational health practitioner in the form of Annexure 3 of the construction regulations.
<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

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<b>Definition</b>	<b>Explanation</b>
<b>Method statement</b>	(OHS Act) means a written document detailing the key activities to be performed in order to reduce, as reasonably as practicable, the hazards identified in any risk assessment
<b>Organisation</b>	may be defined as a group of individuals (large of small) that is cooperating under the direction of executive leadership in accomplishment of certain common objects
<b>Pre-job meetings</b>	(34-227) means a meeting that is held prior to the commencement of the day's work and that is attended by all the relevant employees associated with the work task
<b>Principal contractor</b>	(In the text of this document) Means an employer, as defined in section 1 of the OHS Act, who intends to tender for or has signed a contract with Eskom for services rendered.
<b>Provincial director</b>	(OHS Act) means the provincial director as defined in Regulation 1 of the General Administrative Regulations under the Act
<b>Responsible Manager</b>	Is a Manager of a department, section or operating/business unit who has been appointed as part of the Eskom delegation of authority process with the aim to assist the applicable 16(2) assigned person in executing his/her duties in terms of the Occupational Health and Safety Act
<b>Risk assessment</b>	(OHS Act) means a programme to determine any risk associated with any hazard at a construction site in order to identify the steps needed to be taken to remove, reduce, or control such hazard.
<b>Site</b>	(34-228) means an Eskom department, unit, complex, building, specific project, work site, or the site where agents, clients, principal contractors, contractors, suppliers, vendors, and service providers provide a service to Eskom, directly or indirectly
<b>Service provider</b>	any private person or legal entity that provides any service(s) to Eskom for compensation
<b>Supervisor</b>	means any individual having authority, in the interest of the <u>employer</u> , to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other <u>employees</u> , or responsibly to direct them, or to adjust their grievances, or effectively to recommend such action.

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<b>Definition</b>	<b>Explanation</b>
<b>Task</b>	(34-227) a segment of work that requires a set of specific and distinct actions for its completion
<b>Toolbox talks</b>	(34-227) where the team leader, after conducting pre-task planning, shares all the tasks at hand and discusses task allocation, the identified risks, and the control measures with all his/her team members on site before commencing a specific task and documenting the agreed strategy. (This shall be done to ensure common understanding of the tasks, risks, and control measures required.)
<b>The Act</b>	(OHS Act) means the Occupational Health and Safety Act No. 85 of 1993, as amended, and the Regulations thereto
<b>Visitor</b>	any person visiting a workplace with the knowledge of, or under the supervision of, an employer.

## 2.4 Abbreviations


<b>Abbreviation</b>	<b>Description</b>
<b>BU</b>	Business Unit
<b>CE</b>	Chief Executive
<b>COID Act</b>	Compensation for Occupational Injuries and Diseases Act
<b>DMR</b>	Driven Machinery Regulations
<b>DoL</b>	Department of Labour ( Inspection and Enforcement services – Provincial office)
<b>EAP</b>	Employee Assistance Program
<b>EP</b>	Emergency Preparedness
<b>ERE</b>	Eskom Real Estate
<b>ERfW</b>	Environmental Regulations for Workplaces
<b>GAR</b>	General Administrative Regulations
<b>GFD</b>	Group Finance Division
<b>GSR</b>	General Safety Regulations
<b>HCS</b>	Hazardous Chemical Substances
<b>LDV</b>	Light Delivery Vehicle
<b>MWP</b>	Megawatt Park
<b>NEMA</b>	National Environmental Management Act
<b>OHS Act</b>	Occupational Health and Safety Act and Regulations, 85 of 1993

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<b>Abbreviation</b>	<b>Description</b>
<b>SDS</b>	Safety Data Sheets
<b>SABS</b>	South African Bureau Standard
<b>SANS</b>	South African National Standard

## 2.5 Related/Supporting Documents

- [1] Eskom OHS Act section 37 (2) agreement (to be completed by the contract responsible manager).

## 3. Specification

### 3.1 Scope of work

- Supply and Delivery of LED Lighting for the period of Twelve (12) Months on as and when required basis at Megawatt Park (MWP).

### 3.2 Employees

Must:

- Be responsible for their own safety and health and that of their co-workers.
- Co-operate with their employer to meet all of the employer's as well as legislative and Eskom requirements.
  - reporting unsafe acts and unsafe conditions.
  - reporting any situation that may become dangerous; and
  - carrying out lawful orders and obeying safety and health rules.
- Obey any safety signs and always adhere to any site demarcations.
- When entering or leaving the site, do so via the official designated access/departure routes.
- Be subjected to any disciplinary action, if having transgressed any of the requirements of the health and safety site rules, Eskom requirements
- Avoid any act that may endanger their own health and safety or that of fellow employees, members of the public, or visitors who may be affected by their acts.


### 3.3 Related/Supporting Documents

Eskom OHS Act section 37 (2) agreement to be signed at procurement during the signing of the NEC contract, it is the responsibility of the project manager to ensure that the 37(2) agreement is signed, and a copy be kept in the contractor file at procurement.

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### 3.4 Legal Compliance

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

A section 37(2) agreement must be signed between Eskom and the principal contractor at the time of awarding the contract. The principal contractor must ensure that a section 37(2) agreement is compiled between the principal 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 retained by the responsible manager.

A copy of all the agreements must form part of the respective contractor's SHE file.

#### 3.4.2 Hazardous work by children (Child Labour)

The Constitution of the Republic of South Africa, in the "Bill of Rights" is clear on the rights of children, especially when it comes to:

1. being protected from exploitative labour practices.
2. not to be required or permitted to perform work or provide services that
3. are inappropriate for a person of that child's age; or
4. place at risk the child's well-being, education, physical or mental health or spiritual, moral or social development.

and the Basic Conditions of Employment Act, Chapter six Section 43 "Prohibition of employment of children".

Before resorting to the use of child labour, due consideration must be given to the rights of the child in terms of the constitution. Where work is being performed which is not prohibited in terms of the constitution, then such work must be conducted in terms of the OHS Act "Regulations on Hazardous Work by Children in South Africa" with emphasis on paragraph 2 Purpose and Interpretation. Eskom does not condone the use of child labour and therefore all effort must be exercised, and child labour should not be used.


#### 3.4 3 OHS Act

The principal contractor and appointed contractors shall have an up-to-date copy of the OHS Act and regulations which will be available to all employees. The OHS Act should fall part of the contractors' induction pack.

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### 3.4.4 Legislative compliance

All contractors will comply with all the legislation pertaining to the Non-Technical Facilities Management Services Contract, being:

- The Constitution of the Republic of South Africa (particularly Section 24 of the Bill of Rights).
- Occupational Health and Safety Act 1993 (Act 85 of 1993) and its Regulations.
- Compensation for Occupational Injuries and Diseases Act.

### 3.5 Eskom Requirements

All contractors shall, before commencement of the Supply and Delivery Services Contract ensure that all their employees are familiar with the relevant Eskom SHE documentation that is applicable to contract services.

#### 3.5.1 SHEQ policy

A SHEQ policy is a statement of intent and a commitment by the organisation's CE and senior management in relation to the relevant SHEQ roles and responsibilities, the achievement of their strategic objectives, values of integrity, customer satisfaction, excellence, and innovation.

The principal contractor and all appointed contractors, if already not in place, will be required to compile an organisational SHEQ policy in line with their SHEQ responsibilities. The policy must be signed by the organisation's CE or the appointed assistant to the CE OHS Act Section 16(2). The policy must be communicated to all contractor employees and displayed in a prominent place within the workplace. A copy of the policy must be filed in all the contract SHE files and as an annexure on the SHEQ Plans.


#### 3.5.2 COID

The principal contractor and all his/her appointed contractors shall be registered with an appropriate employment compensation commissioner and have available a valid letter of good standing (LoGS) from such commissioner. The obligation lies with the contractors to ensure that the LoGS remains valid and renewed timeously throughout the contract period. A copy of the LoGS must be filed in the entire contract SHE files and as an annexure the SHE Plans.

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### 3.6 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 what hazards to the health and safety of persons are attached 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 present in an organisation and an estimate of the extent of the risks involved, taking into account whatever precautions are already being taken. It is essentially a three-stage process:

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

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 come to light during the work process, then these should also be subjected to risk assessments. Risk assessments for long term processes should be periodically reviewed and updated. **Method statements or written safe work procedures** are an effective method as information and record of the way jobs / tasks must be performed. Every contractor/supplier shall conduct a risk assessment.

### 3.7 Manual Handling

Reasonably Practicable Standard- Employers must take all reasonably practicable measures to prevent musculoskeletal injuries, considering the severity of the risk, available control measures, and cost versus benefit. Where mechanical aids are available, reliance on lifting technique alone is insufficient. All manual handling activities must be formally assessed in terms of the Ergonomics Regulations, 2019. Risks must be identified proactively and reviewed when work conditions change. Training of employees exposed to ergonomic risks. Identify all manual handling activities (lifting, pushing, pulling, carrying). Assess load weight, posture, repetition, distance, frequency, and environmental conditions. Evaluate potential for musculoskeletal disorders (MSDs).

### 3.8 Vehicle Safety


All vehicles shall meet the legislative requirements pertaining to the OHS Act, the National Road Traffic Act, the Mine Health and Safety Act, National Environmental Act and Eskom Vehicle Safety Specification Procedure 240-62946386.

The following requirements are applicable to the use and operation of construction vehicles:

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	<b>Eskom Real Estate</b> <b>Supply and Delivery of LED Lights</b> <b>SHE SPECIFICATION</b>	<b>Template Identifier</b>	<b>240-73419711</b>	<b>Rev</b>	<b>2</b>
		<b>Document Identifier</b>	<b>GFD_ERE_MWP_SHE SPEC_LED01</b>	<b>Rev</b>	<b>1</b>
		<b>Effective Date</b>	<b>20 February 2016</b>		
		<b>Review Date</b>	<b>N/A</b>		

- Designated drivers shall be in possession of an appropriate valid driver's licence, valid for the class of vehicle. The driver's license shall be kept by the person so authorised and shall produce such card on request.

- Reverse beepers shall be fitted on the trucks. .
- All drivers of vehicle drivers shall have medical certificates of fitness, issued by an occupational health practitioner in the form of Annexure 3 of the Construction Regulations.
- The speed limit within the bounds of the construction site is 40 km/h.
- No drivers or operator may text, talk on cell phones whilst driving.

It is the responsibility of the driver to ensure that:

- He/she and their passengers wear seat belts whilst the vehicle is in motion.

### 3.9 Incident Investigation

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


All incidents incurred whilst on Eskom Real Estate facilities must be reported within twenty-four (24) hours on an Initial Notification of Occurrence or similar document to the ERE SHEQ personnel. In addition, the contractor shall immediately report incidents by telephone/personally to the ERE Contracts Manager. The incident must be investigated by the contractor's incident investigator and the investigation report shall be handed to the relevant ERE SHEQ Department within four working days of the incident occurring.

Contractors shall use the standard General Administrative Regulation Annexure 1 "Recording of an Incident" form for all incident investigation reports. The objective of incident investigation, not only being a legal requirement, is to establish why and how the incident occurred, but to

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find out the real causes of the incident and to decide on precautionary measures that are required to address the causes to prevent any further recurrences of the same or similar incidents.

### 3.10 Emergency Management

The art of emergency preparedness and response is to minimise the effects of any emergency and to restore normal activities as soon as practical. The supplier must develop their own emergency response. The supplier employees shall be made aware of the meaning of the client's alarms.

### 3.11 Non-Conformance and Compliance

1. Any non-compliance to any health and safety requirement in this SHE specification is subject to discipline in terms of the Eskom Procurement and Supply Management Procedure.
2. Principal contractors/suppliers are required to implement a non-conformance procedure (if not already in place) for issuing to contractors for transgressions. The procedure can include "quality" related non-conformance issues.
3. The procedure for the issuing and closing off of non-conformance reports shall be strictly adhered to.
4. The supplier must close out non-conformances issued, in not doing so, will not ensure that any recommendations made have been carried out and or implemented.
5. Where non-conformances are issued by Eskom, then one of the close-out steps of the procedure will be for the offender to be called on by the contractor responsible manager to explain the non-conformance issued and what they intend doing to prevent a recurrence of the non-conformance.

## 4. Acceptance

<b>Name</b>	<b>Designation</b>
Khumbelo Chisebe	Middle Manager SHEQ: ERE

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