



**“SAY NO TO CORRUPTION”
PAKISTAN MINERAL DEVELOPMENT
CORPORATION
BRANCH OFFICE, QUETTA.**

Invitation of E-Bid

Pakistan Mineral Development Corporation is an autonomous corporation under the administrative control of Ministry of Energy (Petroleum Division), Government of Pakistan invites electronic bid from the interested contractors / suppliers registered with Sales Tax / Income Tax Departments and Punjab Revenue Authority and who are on active taxpayers list of the Federal Board of Revenue for following lots at PMDC Salt Mines, Warcha and each lot will be evaluate separately.

Lot No.	Description	Bid Security in PKR
1.	Development/Excavation and Transportation/ Carriage of Rock Salt from Jansukh Mine No. 29 to Main Depot and M/s. Olympia Chemicals (Direct) at PMDC Salt Mines Warcha.	800,000/-
2.	Development/Excavation of Rock Salt from Kaoryan Mine No. 04 at PMDC Salt Mines Warcha.	600,000/-

E-Bidding documents containing detailed terms and conditions, method of procurement, bid security, opening of bid, etc. are available electronically and can be downloaded from EPADS-PPRA Website: <https://eprocare.gov.pk> free of cost.

The electronic bids, prepared in accordance with the instructions in the bidding document alongwith above mentioned bid money in the shape of demand draft/pay order in the name of Pakistan Mineral Development Corporation (PMDC Salt Mines, Warcha) on account of bidder must be submitted by using EPADS on or before 22nd January, 2026 at 11:00 AM. Tenders will be opened on EPAD on the same date at 11:30 AM in the presence of participants who may desire to attend the tender opening.

Note:-

1. Original Bid Security Instrument Must Be submitted to undersigned, before the online submission deadline of the bid; otherwise, respective bid will not be opened.
2. In case of any technical difficulty in using EPADS, prospective bidders may contact PPRA Office, 1st floor, FBC building Sector G-5/2, Islamabad. Contact Number 051-111-137-237.

**Project Manager, PMDC Salt Mines, Warcha.
Ph No.0300-8604072**



(Lot No. 1)



**PAKISTAN MINERAL DEVELOPMENT
CORPORATION**

Head Office, 13-H-9, Islamabad-44790

**EXCAVATION AND CARRIAGE / TRANSPORTATION OF ROCK SALT CONTRACT
FOR JANSUKH MINE NO. 29 AT PMDC SALT MINES, WARCHA.**

The rate for development/excavation and Transportation/Carriage of Rock Salt is quoted as under:-

- a) Raising/excavation and separation of good quality (Saleable) Rock Salt, from Jansukh Mine No. 29, and Fragmentation the boulders that can be loaded in tractor trolleys.
- Rs. _____ per M. T.
(inclusive of all taxes)
- b) Transportation of good quality Rock Salt (i.e. loading of boulders/ lumpy size rock salt and mixing of fines (locally called "soor") will not be acceptable) from Jansukh Mines No. 29 to Main Depot including loading & unloading.
- Rs. _____ per M. T.
(inclusive of all taxes)
- c) Transportation of good quality Rock Salt from Jansukh Mines No. 29 to M/s. Olympia Chemicals (Direct) including loading & unloading.
- Rs. _____ per M. T.
(inclusive of all taxes)

Note: Bidders have to fill in all rates mentioned against sr. no. a, b, and c, otherwise it would be treated as incomplete and liable to be rejected. Rates will be evaluated on overall/cumulative basis (a+b+c).

SIGNATURE _____

NAME _____

ADDRESS _____

C.N.I.C.NO. _____

(Muhammad Usman Munir)
For Dy. General Manager (Procurement)
PMDC Head Office Islamabad





**PAKISTAN MINERAL DEVELOPMENT
CORPORATION**

Head Office, 13-H-9, Islamabad-44790

**Tender Enquiry No. PMDC/Pro-Excavation/T/WA/
DUE FOR OPENING ON: 22.01.2026 AT 1130 HOURS**

**TENDER FOR EXCAVATION AND TRANSPORTATION OF ROCK SALT FROM JANSUKH
MINE NO. 29 AT PMDC SALT MINES, WARCHA.**

Electronic bids are invited from the interested parties/contractors, registered with Income Tax Department & PRA Department for Excavation and Transportation of Rock Salt from Jansukh Mine No. 29 for a period of one year. Detail of Excavation and Transportation work is as under:-

ESTIMATED QUANTITY FOR EXCAVATION

S.NO.	DESCRIPTION.	ESTIMATED QUANTITY	
		MONTHLY M.T.	ANNUAL M.T.
a.	Raising/excavation and separation of good quality (Saleable) Rock Salt from Jansukh Mine No. 29 and fragmentation the boulders that can be loaded in the tractor trolleys.	2,917	35,000

ESTIMATED QUANTITY FOR TRANSPORTATION

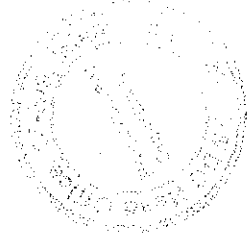
S.NO.	DESCRIPTION.	ESTIMATED QUANTITY	
		MONTHLY M.T.	ANNUAL M.T.
a.	Transportation of good quality Rock Salt (i.e. loading of boulders/ lumpy size rock salt and mixing of fines (locally called "soor") will not be acceptable) from Jansukh Mines No. 29 to Main Depot including loading & unloading.	2500	30,000
b.	Transportation of good quality Rock Salt from Jansukh Mines No. 29 to M/s. Olympia chemicals (Direct) including loading & unloading. Assigned target may be adjusted in part a by Project Manager as per requirement/quantity.	417	5,000

TERMS & CONDITIONS

1. Electronic bid must be submitted on EPAD on or before **22.01.2026 at 11:00 AM** which will be opened on the same day at **11:30 AM** in the presence of tenderers or their representatives who desire to participate.
2. Bid Money of Rs. 800,000/- (in the form of pay order/demand draft made in the name of Pakistan Mineral Development Corporation on account of bidder from any scheduled bank shall accompany the bid/tender. Tender with less or without bid money (in the form of pay order/demand draft) or pay order/demand draft without the name of bidder shall not be considered.
3. Tender without bid money shall not be considered.



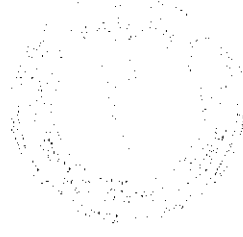
4. Tender with over-writing, cutting or conditional or by fax or optional rates shall not be accepted. Unsigned tenders shall not be considered.
5. The successful contractor will sign contract agreement on the approved pattern for of excavation with the PMDC within 10 days of the receipt of acceptance letter.
6. The successful contractor will deposit security money equal to 5% of one year contract value including estimated production target for excavation and transportation with PMDC which will be refunded to him on successful completion of the contract. However, the contractor will not be entitled for any profit/interest on this security deposit.
7. The period of contract will be for one year (further extendable on satisfactory performance) w.e.f date of issuance of work order.
8. The rate offered for transportation will be inclusive of all expenses such as cost of investment, cost of diesel, fuel and all the expenses incidental to all connected with the unloading and transportation of salt.
9. Every tractor-trolley will be weighed at weigh-bridge installed at PMDC Warcha Depot. The contractor will be directly responsible for any short-fall in quantity transported.
10. The quantity of Rock Salt to be transported can be increased or decreased by 10% by the Project Management according to the demand.
11. Loading of tractor-trolley at Jansukh Mines and unloading at Warcha Depot will be responsibility of the contractor while the Olympia Chemical will do unloading at Olympia Chemicals. In case the new depot will be operational during the contract period, the contractor will be responsible for the transportation of rock salt up-to new depot.
12. The contractor shall be responsible for the loading and transportation of good quality rock salt i.e. boulders / lumpy size rock salt and mixing of fines (locally called "soor") will not be acceptable.
13. In case the contractor fails to transport salt according to the assigned target, penalty @ Rs.100/- per tonne will be imposed which will be recoverable from the contractor. The short quantity will be transported at the risk and cost of the contractor.
14. The contractor will have to arrange at-least 05 numbers of trollies for Jansukh Mine No.29 for the above mentioned mines all in good conditions and also will have to submit copies of registration of all these tractor-trollies on the date of opening of tenders.
15. As stated in condition No. 8 above, the rate offered will be inclusive of all expenses such as cost of investment, cost of diesel, fuel and all other expenses incidental to or connected with the loading/unloading and transportation of Salt. PMDC will not take care of any demand/request from the contractor or increase the transportation in any case except the demand is on account of increase in the price of diesel oil. In order to maintain the equity and justice, the PMDC and the contractor should get the benefit/bear burden in a way that in the case of increase the rate of diesel, the contractor should be benefited by allowing in transportation rate in equal proportion. But in the case of decrease in diesel rate, the contractor should bear the burden and PMDC will be benefited by decreasing the transportation rate in the same proportion. For this purpose the prevailing diesel rate on tender opening date will be treated as base rate for revision of the transportation rate, under the contract.



16. Recovery from the carriage bills of the contractor on the basis of actual attendance of the labours as provided by the respective section Incharge will be made on account of EOBI contribution which will be deposited by PMDC on behalf of carriage contractor.
17. It will be the responsibility of PMDC for maintenance of road. However, deduction of Rs.10/- MT will be made for this purpose.
18. The contractor will be required to sign an agreement within 10 days of acceptance of his tender, on the standardized approved format.
19. The excavation contractor is allowed to work from the allotted area of Mine No. 29 (current working level) according to development and exploitation plan, failing which the contract will be terminated.
20. The contractor shall be responsible for all the liabilities under Act, rules, regulations and notification concerning Motor Vehicle, EOBI, cost of living allowance, Minimum Wages,
21. Education cases, Workmen compensation and any benefits allowed by the Federal/Provincial Govt. from time to time.
22. The contractor will be bound to sort out good quality salt as per direction of site management.
23. The weighment carried out at weighment depot Warcha shall be final for all purpose, and the payment made to the contractor each tone received at Depot on monthly basis after deduction of taxes and other recoveries if any.
24. Explosive required by excavation contractor will be provided by PMDC Salt Mines, Warcha from its authorized magazine in such quantity as may be necessary at actual cost plus services charges at the rate of 10% basis on the date of tender which will be considered for the whole contact tenure and total cost will be recovered from the bill of the excavation contractor.
25. The quantity of Rock Salt to be excavated can be increased or decreased by 10% by the Project Management Warcha in writing according to the demand.
26. In case the contractor fails to excavate Rock salt according to the assigned target, Penalty @ Rs.100/-will be imposed for each tone short raised/excavated which will be recoverable from the contractor on monthly basis.
27. In case the contractor fails to fulfill contractual obligations his contract cancelled and security money will be forfeited and the work will be assigned to some other party/firm on the risk and cost of contractor.
28. The contractor will have to under-take all related works such as drivage of mine, maintenance of tunnel, inclines, cross cuts, galleries, air ways, development of Mine faces, dead work, maintenance of tunnel mouth, stone drivage, timbering/roof support, pumping of water from the Mine and electrification of Mines etc.
29. Any unworkable rate appears to have been quoted for dislocation of work will not be considered.



30. The Contractor will follow all the rules & regulations under labour law, payment of wages act, treatment in case of accident or injury during work, recovery made on account of EOBI on actual basis will be deducted from the excavation bills of the contractors. Deduction Rs.13/- per ton as insurance fund will be deducted from the excavation bills of the contractor.
31. Before commencement of work, the contractor will have to arrange medical check-up of the labour on prescribed form and submit medical fitness certificate of each worker along-with copies of CNIC from PMDC hospital / THQ for which all expenses if required will be born by contractor.
32. The contractor shall be bound to carry out work strictly in accordance with the provisions of Mines Act, 1923 and other relevant Rules/Regulations. The contractor shall be responsible to take due care in respect of the person to be engaged and he will provide safety helmets etc. to the labourers to be engaged by him.
- Special provisions for HSE:**
- a. *The tractor/trolleys deploy for carriage must have double brake system including rear trolleys of the tractors.*
 - b. *The 2nd party shall be responsible to get fitness certificate from 1st party's workshop on monthly basis that includes condition of engine health, exhaust gases, integrity of toeing hook, tires, suspension system, braking system, transmission system, rear trolley body, hydraulic jack any other part/system inspection deem necessary by 1st party (PMDc)*
 - c. *Contractor shall ensure to limit high load movement during rainy/slippery conditions.*
 - d. *Contractor shall ensure that all drivers must have valid HTV license and medically/mentally fit for the job with adequate experience to operate tractors/trolleys in hilly terrain.*
 - e. *Every tractor trolley shall be in fit condition and self starting.*
 - f. *Contractor shall provide necessary PPEs to all drivers/helpers of the tractor trolleys and ensure adherence to all HSE requirements.*
 - g. *The trolleys must have hydraulic unloading system.*
 - h. *The trolleys should not be overloaded in weight and volume (loaded material should be leveled with height of rear trolley) to control potential spill out during hauling process.*
33. All Govt. taxes will be applicable i.e. GST (PRA), Income Tax etc. The rate quoted should be inclusive of all taxes.
34. Contractor/firm should have minimum 03 years experience of relevant work & have to submit experience certificate (copy of work orders) to this effect.
35. Contractor/firm should be registered with local tax authorities and be incorporated under Pakistani law evidence should be attached with bids.
36. Contractor/firm must be of sound financial health and shall provide certified bank statement covering last 12 months with minimum closing balance of Rs. 5 Million.
37. Contractor/firm must provide a list of names of all of its owners, directors and management team alongwith their brief resumes.



38. Contractor/firm or any its subsidiary companies or any of its directors/owners or any of their relatives (parents, children, brother, sister) should not be under litigation with PMDC in any local or foreign court of law.
39. Contractor/firm or any its subsidiary companies or any of its directors/owners of their relatives (parents, children, brother, sister) should not have any ongoing, unresolved business dispute with PMDC. PMDC shall be the sole judge of fulfillment of this requirement.
40. In case of any dispute including quality tonnage shortening or excess of tonnage, breach of official decorum, misleading statement and non compliance of written instructions, the matter will be referred to relative competent authority. In case the matter is not resolved, the MD, PMDC will be sole Arbitrator and his decision will be final and binding on both the parties as per provision of Arbitration of Act, 1940.
41. The authorized representative of the bidder/bidding firm will only be allowed to sit in the tender opening on presentation of authority letter from the bidder/bidding firm issued in favor of representative to participate in the specific tender.
42. I agree to the above terms and conditions and give my acceptance.
43. The following documents should be attached with tender documents as per attached checklist at the time of opening, otherwise the tender will not be entertained / considered.

Contractor's Signature with name



(Muhammad Usman Munir)
For Dy. General Manager (Procurement)
Phone: 051-9265128

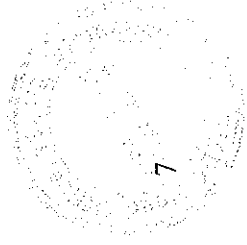


Check List

Name of Firm/Contactor _____

Sr. No.	Description	Yes	No
1	Bid Money of Rs. 800,000/- is being deposited through D.D/Pay Order. No. _____ dated _____		
2	Copy of CNIC/NTN.		
3	Copy of registration certificates of tractors.		
4	Copy of registration certificate with FBR department. (Active)		
5	Copy of registration certificate with PRA department. (Active)		
6	Copies of experience certificate and work orders.		
7	List of names of all it's owners, directors and management team alongwith their brief resume.		
8	Financial Soundness Proof (Bank Reference or Bank Statement, Audited Report / Accounts).		
9	Affidavit of litigation.		
10	Affidavit regarding no dispute with PMDC.		

Tenderer/Bidder Signature



PAKISTAN MINERAL DEVELOPMENT CORPORATION

(PVT.) LTD.

HEALTH, SAFETY & ENVIRONMENT

(HSE)

REQUIREMENT AND GUIDELINES

FOR MINING OPERATIONS



1. INTRODUCTION

This document is being issued with the Letter of Invitation to Tender and Contract Document for Mining and related services. It sets out the requirements for Health, Safety & Environment (HSE) that the bidders are expected to meet, and the final contract awardee is expected to implement as a minimum acceptable standard during the execution of the works.

1. Scope of Work

The successful bidder will also be able to use this document to prepare its HSE Plan & Procedures in line with the corresponding PMDC current policies/procedures.

2. Organizations Involved

1. **Company**
Company means Pakistan Mineral Development Corporation (Pvt.) Ltd. (PMDC)

2. Contractor

The Mining and related services contractor

3. Sub-contractor

Sub-contractor shall mean any company, corporation, firm, partnership or any combination thereof engaged directly by CONTRACTOR for the performance of service or any part thereof.

The COMPANY shall consider all the sub-contractors of the CONTRACTOR as the CONTRACTOR and therefore the sub-contractor shall bound to fulfill those entire requirements which are agreed between the COMPANY and CONTRACTOR.

4. Other third parties or service companies

COMPANY will hire services of service companies to perform different jobs during the mining operation. CONTRACTOR shall be responsible to provide HSE inductions and any other support to perform their job smoothly.

3. POLICY AND COMMITMENT

1. Policy

CONTRACTOR and its subcontractors will acknowledge Company's strong commitment to HSE and affirm that they will follow Company HSE policies. CONTRACTOR will further affirm that Company HSE policies are widely disseminated through an effective method of communication and understood among employees and sub CONTRACTOR's employees.

2. Policy Dissemination

CONTRACTOR shall outline scheme for the dissemination of Company HSE policies to employees at all levels. This shall include availability of their staff for general training other than specifically job-related (e.g. in firefighting, First Aid, hygiene etc.), display of posters/safety signs, and incentive schemes after accident-free periods where appropriate.

3. Objectives and Targets

4. Zero fatality.
5. Installation of safety signs.
6. Celebration of Safety week annually.
7. Formal HSE reporting system to project management as per prescribed format.
8. HSE housekeeping and walk down activity once a month.
9. Zero Oil Spills
10. At least one evacuation/rescue drill will be performed on monthly basis.
11. All working personnel shall be medically screened and fitness certificates to be shared with Company Project Management.
12. There should be no social complaints.
13. No extra land shall be acquired.

4. Responsibility for Health, Safety & Environmental Compliance

1. The CONTRACTOR is responsible, through his organization, for applying the HSE measures required to carry out the work assigned to him by the COMPANY so as to prevent accidents/incidents or events which jeopardize the HSE of personnel and of the mine.
2. The CONTRACTOR is responsible for the correct selection of personnel to be assigned to the jobs.
3. The CONTRACTOR shall possess all the equipment needed to carry out the work (appropriate for the work environment) as well as all the clothing, safety devices and personal and collective protection devices required.



4. The CONTRACTOR shall plan all actions, controls and inspections aimed at ensuring that HSE requirements are observed, applying the measures communicate to him time to time by Company HSE team.
5. Keeping in view the sensitivity of mining operation CONTRACTOR and its subcontractors will affirm that all of the personnel especially supervisors shall be responsible for ensuring that the operation is performed in accordance with all applicable HSE rules, regulations and good working practices, with equal diligence being paid to the fulfillment of the contractual technical specifications.
6. CONTRACTOR and subcontractors will advise such personnel of their HSE responsibilities through regular trainings and inductions.
7. The CONTRACTOR shall provide qualified HSE Advisors/ Supervisors appropriate at the site.

5. Project Risk Assessment

1. COMPANY will provide a detailed HSE Risk Assessment for the mining and related operations. The contractor is to adhere that.

6. Contractor's HSE Organization

1. During the bidding stage the CONTRACTOR shall present a complete and detailed organization chart in the form of a block diagram, which will indicate all the positions and functions including any external organizations (Sub vender / subcontractors) involved in carrying out the various activities covered by the CONTRACT.
2. CONTRACTOR shall provide a complete document of job descriptions, role and responsibilities of all the personnel working on PMDC site.
3. CONTRACTOR will also submit detailed CVs of its personnel responsible for handling HSE matters i.e. MIC (man in charge), HSE Advisor, HSE Supervisors & First Aiders.
4. Once the contract has been assigned the CONTRACTOR shall provide the COMPANY with the actual project organization chart, specifying also the names and relevant professional profiles of the key positions.

7. Contractor's HSE Advisor

CONTRACTOR will provide an HSE Advisor The primary responsibility of the HSE advisor shall include, but not be limited to, the maintenance, monitoring, and implementation of HSE guidelines and procedures on the work site. Co-ordination of such activities shall be conducted with and approved by CONTRACTOR's line management. CONTRACTOR will ensure that the HSE Advisor and at least one other key person have attended a HSE course relevant to specific Operations.

8. Documentation

COMPANY has established a document control system for its documentation. Which shall be applied on all daily reports, incident reports, inspections, audits and other documentation generated from its operation.

9. Documents / Information Requirements with the Bid

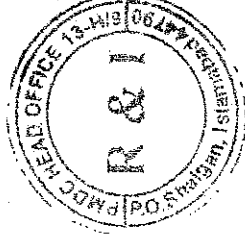
All bidders should supply enough information to enable the company to objectively evaluate their commitment to adhere to company HSE standards. The information will include but is not limited to

1. CONTRACTOR's organization chart with details of key personnel.
2. CONTRACTOR's proposed Project Organization with detailed CVs of MIC (man in charge), HSE Advisor, HSE supervisors & First Aiders
3. CONTRACTOR's fatalities record for last three years
4. Details CONTRACTOR's dedicated personnel who will hold sufficient authority to manage the entire CONTRACT and to organize the work and site
5. CONTRACTOR HI's commitment that they will keep a MIC (man in charge), HSE Advisor, HSE supervisors & First Aiders during the entire contract period.
6. CONTRACTOR's Objectives and Targets specifically for HSE.

10. Documents / Information Requirements on Contract Award

CONTRACTOR will be:

1. Expected to provide actual organizational chart before initiating any physical activity.
2. Undertaking on Company's prescribed format failing will lead to termination of the contract.



4. PERSONNEL

These requirements pertain to all CONTRACTOR personnel deployed for this particular activity mentioned.

1. Recruitment

The personnel & supervisors provided by the CONTRACTOR will meet the following requirements:

a. Age Limit

The maximum allowable age limit is 55 years. (CONTRACTOR, s and its subcontractor's personnel over 55 years of age must receive approval from COMPANY approved hospital before proceeding to start work at site). Minimum age limit is 18 However, as per clause 26A of Mines Act 1923 " Young person's not to be allowed underground without certificate of fitness.— No person who has not completed his seventeenth year shall be employed in any part of a mine unless.—

(a) a certificate of fitness in the prescribed form and granted to him by a qualified medical practitioner is in the custody of the manager of the mine, and
(b) he carries while at work a token giving a reference to such certificate."

b. Medical Screening

The CONTRACTOR shall ensure that all of its and its subcontractor's employees are medically fit and healthy. The CONTRACTOR will arrange following medical examination for its entire staff for mining activities at CONTRACTOR's own cost.

- Blood Pressure/ Heart rate
- Blood CP & ESR
- Fasting Blood Sugar
- Urine D/R
- Stool D/R
- Chest x-ray P/A view
- ECG (for employee above 40 years of age)
- In addition to these tests physical examination should also be carried out. The Certificates of Medical fitness must be kept at Site Company Clinic/ Dispensary with test reports of above mentioned general tests.
- In addition to the above general test, CONTRACTOR's and its subcontractor's drivers and heavy equipment's operators will also undergo the following tests:
 - Audiometry Test
 - Eye Vision Test
 - Colorblindness Test
 - Drug Test for Urinary opiates
 - Drug Test for urinary Cannabinoids
 - All Food handlers (Cooks, Dishwashers and Waiters etc) must have a more thorough screening than the general work force, with following additional tests. The CONTRACTOR will maintain medical records of the catering staff.
 - Blood analysis: CBC (cells blood count), DLC
 - Urine analysis: For urinary tract infection and kidney problems
 - Chest X ray
 - Stool analysis for (a) parasites, (b) pathological bacteria (c) typhus or typhoid carrier
 - Tested and then vaccinated for Hepatitis A&B
 - Vaccination against typhoid disease

2. Training & Awareness

CONTRACTOR is responsible for maintaining and enhancing the HSE awareness of all personnel including arranging regular toolbox talks, short training courses and emergency drills. It also includes job related training required by law, COMPANY regulations/ HSE policy, and will provide certificates if so required.

CONTRACTOR shall ensure that all its personnel who require it shall have access to, and receive adequate training and refresher courses viz.

a. HSE Induction

CONTRACTOR shall ensure that all new arrivals including visitors to the work site receives a comprehensive HSE Induction briefing immediately upon arrival at the work site and before these new arrivals commence work. The record of all these induction would be kept.



b. First Aid

CONTRACTOR will ensure that at least one person for each 25 people at mine site and is in possession of a valid certificate from a recognized first aid course. A team of these advanced first aiders will be maintained at mine site and will undergo regular training and exercise with the Company Doctor/HSE Manager. First aid, as a minimum requirement, shall include but not be limited to, the control of bleeding and provision of resuscitation.

c. Fire Fighting

CONTRACTOR will ensure that a dedicated Fire Response Team is maintained at site with trained and experienced personnel in Fire Fighting. This team will conduct regular Fire fighting exercises. The team leader will also be responsible for ensuring that all workers receive regular instructions in basic fire fighting techniques, which shall include at least an actual demonstration, and that inspections are carried out in accordance with manufacturers' requirements. Fire and evacuation drills shall take place within a month of contract period and thereafter on a regular basis with emphasis on high-risk areas such as the Underground mining areas, Coal depots, Timber/Fuel storage, residential areas etc.

d. Defensive Driving Training

CONTRACTOR will ensure that all of its drivers must have valid relevant license with experience to drive in hilly areas and heavy equipment operators undergo a formal course on Defensive Driving by a Third Party for Certification of drivers and heavy equipments operators' competency prior to mobilization at its own cost.

3. Documents / Information Requirements with the Bid

CONTRACTOR to submit written confirmation that they will undertake company prescribed medical examinations and screening tests for their staff and the subcontractor at their own cost from reputable hospitals.

5. HSE WORKSHOP, AWARENESS AND TRAINING

1. Pre-Mobilization HSE Workshop

CONTRACTOR and its subcontractors would be required to participate in a Pre-mobilization HSE Workshop prior to start of the work, in which CONTRACTOR should prepare notes for this meeting covering (but not limited to) the following points:

1. Environmental considerations with special reference to the conditions imposed by EPA (If the operation is in an environmentally sensitive area)
 2. Management of health in extreme weathers and other local health hazards.
 3. Climatic and seasonal considerations (e.g. earth slips, road erosion, floods, rains, etc.).
 4. Technical and HSE training program (Before & during Contract) including first aid, fire fighting etc.
 5. PPE
 6. First aid services and provision of qualified medical services.
 6. Contingency planning (pollution control as well as safety related).
 7. Emergency Evacuation Procedures
 8. Auditing and reporting
- Minutes of this meeting with agreed action items should be given to all participants and action parties.

2. Interfaces with the Company

The CONTRACTOR shall, within the context of this contract, identify one site based-person (HSE Advisor) tasked to interface with Company's Site HSE representative for HSE related matters.

The persons shall hold sufficient authority to manage the entire contract and to organize the work and the site, taking care that all information for and from the COMPANY is transmitted correctly.

3. Awareness and Meetings

1. CONTRACTOR is responsible for maintaining and enhancing the HSE awareness of all personnel, on the work sites including arranging toolbox talks, short training courses and emergency drills on regular basis. Additionally a complete schedule will be made prior to start mining operation.
2. CONTRACTOR shall be responsible for holding HSE meetings on a regular basis, to be pre-determined in pre-mobilization workshop with company, contractor, subcontractors and 3rd party key and management personnel.
3. Copies of minutes of CONTRACTOR's HSE meetings shall be regularly sent to PMDC Head Office.



4. Toolbox meeting shall be conducted prior to the start of each shift. Additionally prior to starting any non-routine job, a toolbox (pre-job) meeting shall be held by the Supervisor in charge to explain each person involved in the operation with the scope of work, the hazards and the specific procedures to be followed.
5. CONTRACTOR shall ensure that all new arrivals to the work site receives a comprehensive HSE Induction briefing immediately upon arrival at the work site and before these new arrivals commence work. Record of all of these inductions will be kept on the site.
6. HSE meetings will also address environmental issues and, environmental induction briefings will also be given to new starters.

6. PROJECT HSE PLAN

CONTRACTOR will prepare and submit HSE plan at the contract award stage. At the bidding stage, the CONTRACTOR will need to submit a letter of intent that HSE Plan meeting the following requirements will be developed at award stage, shared with the Company and implemented during the execution stage

The plan will include the following sections

1. Introduction

This section should include:

1. An outline of the HSE Plan
 2. Reference standards, Statutory Compliance and other documents
 3. Objectives and Target in specific for this contract.
 4. Project Management description, organization and resources
- ##### **2. Description of Facilities and Operations**

This section should contain a description of the workers and its components, machinery, fittings, systems and equipment including types, numbers and location of all safety equipment. It should specifically describe the essential features relevant to the HSE and emergency management of the facility and mining operations. This enables an understanding of how major hazards and effects, could impact the mining operation and its HSE management systems.

3. Hazard Identification and Risk Assessment

This section should include potentially significant hazards identified for the mining operation or site. It should demonstrate that all potentially significant hazards and effects have been identified, the risks from the hazards and effects evaluated and understood, and that controls to manage risks of the hazards and effects are in place. Each potentially Significant hazard identified should be analyzed through prescribed Risk Assessment template (PMDG/12.FM.2.2)

Some potential hazards that can encounter during the mining operation are:

- Loose rock pieces fall from ceiling
- Roof collapse
- Slippery road surface for tractor/trolley operation
- Steep road gradient
- Water inundation
- Electrocutation
- Blasting fumes
- Low oxygen at working faces
- Salt/Coal dust
- Heat stress
- Snakebites/ Scorpions
- Dehydration
- Work at height
- Falling hazards
- Tripping Hazards
- ILL-maintained heavy equipment
- Load lifting
- Toxic/Explosive gases
- Improper haulage skip/equipment
- Steep dip angle for mine inclines.



- ° Fire
- ° Darkness

4. Documents / Information Requirements on Contract Award CONTRACTOR'S HSE Plan

7. PMDC'S LIFE SAVING RULES

As part of our ongoing effort to improve safety awareness within the organization and sharing the same knowledge with our contractors who have been providing services in and around our facilities. Company's HSE department has recently identified common failures that have contributed to several fatalities in the past years.

To ensure that these failures are addressed, PMDC has introduced the 10 major Life Saving Rules (LSRs) mentioned below:

LSR-1: Do not smoke/light outside designated areas

LSR-2: Do not remove/ damage pillars/ Support in under-ground Mining

LSR-3: Verify energy is isolated before starting work

LSR-4: Ensure use of Safety Belts while travelling in/out mines through haulage skips and during setting right the derailed skip

LSR-5: Use correct lifesaving PPE whenever required

LSR-6: Ensure pre-shift inspections with conduction of toxic/explosive gas tests, sealing of roof etc.

LSR-7: Do not carry out work in developmental trenches/entries without ensuring effective slope stability

LSR-8: Maintain mines road gradient < 5%

LSR-9: Conduct blasting process through competent skilled workers.

LSR-10: No alcohol or drugs while working

LSR-11: Comply and intervene

1. Smoke only at designated areas, do not use ignition source at fire/explosion hazard area

Smoking or use of matches or cigarette lighters could set on fire flammable materials or cause an explosion. Smoking at designated, clearly signed areas will keep you safe from causing fire and explosion. Any piece of equipment that is or could be an ignition source, such as a grinder, mining machine etc. at an area with fire / explosion hazard, such as underground mines, coal/fuel/timber storage areas is likewise dangerous and forbidden.

As a worker, I have to:

1. Learn where the designated smoking areas are;
2. Intervene and report if I see someone smoking/lighting outside a designated area;
3. Avoid using any ignition sources in underground mines, coal/fuel/timber storage areas without a permit to work and fire prevention measures.

As a supervisor, I have to:

4. Inform personnel about designated smoking areas;
5. Ensure the permit to work is obtained if hot work is carried out;
6. Inform personnel about hazards and rules of hot work.

2.0 Do not remove/ damage pillars/ Support in underground Mining

As a worker, I have to:

- 2.1.1.1 Protect pillars of underground room and pillar method and all kind of support in coal mining.
- 2.1.1.2 Make sure that pillars will not be damaged for production purpose.
- 2.1.1.3 Make sure to use competent material steel arches/concrete) for support purpose.
- As a supervisor, I have to:
- 2.1.1.4 Ensure Protection of pillars of underground room and pillar method
- 2.1.1.5 Ensure that pillars will not be damaged for production purpose.



- 2.1.1.6 Ensure to use competent material steel arches/concrete) for support purpose.
- 2.1.1.7 Use of eucalyptus wood (safaida) or any other weak material is prohibited in underground mining.

4. Ensure use of Safety Belts

As a worker, I have to:

1. Use safety belts while working at height.
As a supervisor, I have to:
 - 1. Ensure the workers are wearing safety belts/harness while working at height.

5.0 Use correct lifesaving PPE whenever required

Personal Protective Equipment termed 'life saving' are personal fall arrest systems and personal respiratory protection equipment (except dust masks). Always use a personal fall arrest system (Safety harness/belts) when working outside a protective environment where you can fall over 2 meters. A protective Environment includes approved scaffolds, stairs or elevated platforms with guard rails and man lifts. Personal respiratory protection equipment must always be used if you are exposed or could be exposed to hazardous gases or to a hazardous atmosphere (eg. when oxygen levels are low), as required by the permit to work.

As a worker, I have to:

1. Be aware of what fall protection equipment to use and how to use it;
2. Be aware of what respiratory protection equipment to use and how to use it;
3. Check equipment before using it; always connect the personal fall arrest system to an anchor point when working at height/under-ground outside of a protective environment.

As a supervisor, I have to:

1. Make sure that the specific life saving PPE is available in healthy condition and personnel are trained;
2. Confirm that it is safe to start work at height or in the hazardous or potentially hazardous atmosphere.

6. Ensure pre-shift inspections with conduction of toxic/ explosives gas tests, scaling of roof etc.

During some works or in underground mining areas/ specific work areas the atmosphere has to be tested to prevent explosions and/or make sure you and other people on-site can breathe the air safely.

As a worker, I have to:

1. Confirm with the supervisor that the atmosphere is tested;
2. Confirm with the supervisor that it is safe to start work;
3. Wear the calibrated personal gas detector if required by the permit to work or site regulation;
4. Stop work if I smell gas or the personal gas detector alarms.
5. Scaling of roof.

As a supervisor, I have to:

1. Confirm that gas testing is carried out by trained personnel by using calibrated multi-gas detector as per permit to work;
2. Ensure that enough calibrated gas detectors are available;
3. Request more gas tests if necessary to keep the workers safe;
4. Confirm that it is safe to start work.
5. Ensure scaling of roof.

7. Do not carry out work in developmental trenches/ entries without ensuring effective slope stability.

No matter how safe an excavated trench or pit may seem to you, it can turn unnoticed into a deadly trap due to a short rain or depositing material next to it. Shoring or sloping the sidewalls easily gets you on the safe side.

As a worker, I mustn't:



1. Enter a trench or pit deeper than 1.2 metres (approx. chest level) that is not protected by shoring or doesn't have sloped side walls.

As a supervisor, I have to:

2. Ensure that any pits or trenches deeper than 1.2 metres are sloped or protected by shoring;
3. Ensure that any pits or trenches deeper than 1.2 metres are considered as underground mines.

8. **Maintain Mines road gradient < 5 %**

As a worker, I have to:

1. Maintain all mines road gradient < 5 %
2. Dress up mine roads with soil/gravel to avoid slip of tractor/trolley tyres while going uphill.

As a supervisor, I have to:

3. Ensure All mines road gradient is < 5 %
4. Ensure dress up of mine roads with soil/gravel to avoid slip of tractor/trolley tyres while going uphill

9. **Conduct blasting process through competent skilled workers.**

As a worker, I have to:

1. Drill the holes following all precautionary measures.
2. Fill of gun powder into holes
3. Install safety fuse of appropriate length.
4. Clear area from men and equipment
5. Inspection of boot legs

As a supervisor, I have to:

6. Ensure all the job steps of blasting are carried out by taking necessary precautionary measures.
7. Ensure the path is clear after blasting;
8. Ensure that nobody walks in while blasting activity is performed.

10. **No alcohol or drugs while working**

Using alcohol, illegal drugs and misusing legal drugs or other substances will not only reduce your ability to do your job safely, but will expose your colleagues to increased risk.

As a worker, I have to:

1. Always inform the supervisor if I'm taking medicine that may have an effect on my performance. If in doubt I always check with the supervisor who may seek medical advice;
2. Avoid using, keeping, selling or distributing illegal drugs;
3. Report any case of alcohol or drugs abuse;
4. Avoid taking any risk if I don't feel fit to work.

As a supervisor, I have to:

5. Assign work to people who are fit to work;
6. Immediately remove people from the work who are under the influence of alcohol or drugs.

11. **Comply and intervene**

Keeping the Life Saving Rules will save lives. One who chooses not to keep the Life Saving Rules chooses not to work for PMDC.

As a worker, I have to:

1. Refuse any work that violates the Life Saving Rules;



2. Intervene and report if somebody violates the Life Saving Rules.

As a supervisor, I have to:

3. Provide a safe workplace and assign safe work in line with the Life Saving Rules;

4. Inspect the Life Saving Rules are followed;

5. Intervene if somebody violates the Life Saving Rules and apply consequences.

LSRs are basic safety rules for high-risk works where failure to comply with the rules has the highest potential for serious injury or fatality. These LSRs set out clear and simple "dos" and "don'ts" covering activities with the highest potential safety risk. Note that these LSRs apply to all operations under PMDC Operational and / or Governance control.

Compliance is mandatory for everyone, PMDC, contractor and sub-contractor employees alike. There is absolutely no task we perform is so important and no service is so urgent that we cannot take time to perform the work safely. Company message is a simple one "if you choose to violate the rules and do your job the unsafe way, then you choose not to work for PMDC". We are determined to save lives. Once again we reiterate that **Life-saving Rules** should comply by contractor personnel at all times with no exception. Failure to comply will result in disciplinary action as per table below.

Sr.	Life Saving Rule	Consequences		
		Rule broken for 1 st time	Rule broken for 2 nd time	Repeated Violation
1	Do not smoke/light outside designated	Verbal Warning	Written Warning	Banned from site
2	Donot remove /damage pillars under-ground mining.	Verbal Warning	Written Warning	Banned from site
3	Verify energy is isolated before work	Verbal Warning	Written Warning	Banned from site
4	Ensure use of safety belts while in/out mines through haulage during setting right the derailed	Verbal Warning	Written Warning	Banned from site
5	Use correct life saving PPE when ever	Verbal Warning	Written Warning	Banned from site
6	Ensure pre-shift inspections tuction of toxic/explosive gas ng of roof etc.	Verbal Warning	Written Warning	Banned from site
7	Do not carry out work in developmental entries without ensuring effective slope	Verbal Warning	Written Warning	Banned from site
8	Maintain Mine road gradient < 5 %	Verbal Warning	Written Warning	Banned from site
9	Conduct blasting process through skilled workers.	Verbal Warning	Written Warning	Banned from site
10	No alcohol or drugs while working	Banned from site		
11	Comply and intervene	Verbal Warning	Written Warning	Banned from site

2. LEGAL AND OTHER REQUIREMENTS

CONTRACTOR shall provide suitable evidence that a management system conforming to the Company's Health, Safety, Environment Protection policies is applied and shall comply with the "mining" Forum guidelines pertaining to Health, Safety, and Environment & Quality". The CONTRACTOR shall also comply with all HSE and Industrial Hygiene provisions enacted by National Legislation.

The CONTRACTOR is required to comply with all relevant National, Provincial and local Laws.

1. Reference Laws & Provisions

Environmental protection laws



Pakistan Environmental Protection Act, 1997

The Pakistan Environmental Protection Act, (1997) provides the legal framework for the Federal Environmental Protection Agency within the Ministry of Environment. FEPA, together with the provincial environmental protection agencies, have complete jurisdiction over all industrial activities as they could potentially affect environmental protection, and include specifically "Mines and Minerals exploration and development".

- Section 6 of the Act empowers the PEPA to ensure enforcement of National Environmental Quality Standards.

- Section 11 prohibits the discharge or emission of any effluent, waste, air and or noise pollution in an amount which exceeds the National Environmental Quality Standards (NEQS-- see

Appendix H) or, where applicable, the standards established by the FEPA under the legal powers provided by the Act.

- Section 12 directs that an IEE or, where the project is likely to cause an adverse environmental effect, an EIA be filed with the FEPA for review and approval prior to project commencement.

- Section 14 (Handling of Hazardous Waste) requires anyone who generates, collects, consigns, transports, treats, disposes of, stores, handles or impacts any hazardous waste to have a permit to do so from PEPA.

- Section 16 permits FEPA to enforce protection measures and remediation where contamination of the environment has taken place. Where an order is not carried out, FEPA has the authority to carry out the required works and to recover the costs from the person responsible for the source of environmental contamination.

The Wild Birds and Animals Protection Act, 1992

The Wild Birds and Animals Protection Act, (1992), provides for the protection of the fauna of the country.

Forest Act, 1927

The Forest Act (1927) authorizes Provincial Forest Departments to establish forest reserves and protected forests. Under section 26, the Act prohibits any person to set fire in the forest, quarry stone, remove any forest produce or cause any damage to the forest by cutting trees or clearing up area for cultivation or any other purpose. Section 23 provides legal basis for acquiring rights of any description, in the form of a written grant or contract, in or over a reserved forest.

Pakistan Penal Code, 1860

The Pakistan Penal Code (1860) authorizes fines, imprisonment or both for voluntary corruption of fouling of public springs or reservoirs so as to make them less than fit for ordinary use.

Canal and Drainage Act, 1873

The Canal and Drainage Act (1873) prohibits corruption or fouling of water in canals (defined to include channels, tube wells, reservoirs and watercourses) or obstruction of drainage.

b. Occupational safety laws

The Mines Act, 1923

The 1923 Mines Act (Safety in Mining and Production) Regulation (1974) controls the full range of safety issues in mining and production from seismic operations to mining and production. The 1974 Safety Regulations require operators to send to the Chief Inspector of Mines a declaration of safety personnel, including Welfare and Safety Officer, and accident reporting. The Ministry of Labor and Manpower's information on safety issues including provisions of protective equipment and identification of safety personnel and emergency measures.

The Explosives Act (1884), the Explosive Substance Act (1908) and the Explosive Rules (1940)

These Acts regulate the manufacture, possession, sale, use, transport and importation of explosives in Pakistan. These Acts require that any accident while handling or using explosives must be reported to the Chief Inspector of Explosives.

c. Other relevant

legislation



The Antiquities Act, 1975

restrict within such area mining, quarrying, excavating, blasting and other operations of like nature, or the movement of heavy vehicles except under and in accordance with the license.

3. ENVIRONMENTAL REQUIREMENTS

This section will outline the minimum guidelines and some introduction to the way we manage our environment and expect the contractors to follow the same.

1. Legal Requirements and Regulations

Pakistan Environmental Protection Act 1997 (PEPA 1997) is major environmental regulations in Pakistan. It is the responsibility of the CONTRACTOR to fully understand the Act and implement it during its project / service period with the COMPANY.

1. An important provision of the PEPA 1997 is the National Environmental Quality Standards (NEQS) which set the limits of waste water, air emissions and noise/vehicular emissions. Contractors are required to comply all such limits.

2. If the operation is in an environmentally sensitive area a legal environmental requirement is the Company's Environmental Impact Assessment (EIA) and the NOC issued by Environmental Protection Agency (EPA) for the conduct of project activities in the area. The EIA sets the environmental practices, which are approved by the EPA. Another possibility is that there might be an IEE (Initial Environmental Examination) of the project area. It is CONTRACTOR's responsibility to find out their environmental responsibilities with respect to these documents

2. Environmental Guidelines

Pakistan Environmental Protection Act 2000 (PEPA 2000) is one of the major environmental regulations in Pakistan. It is the responsibility of the CONTRACTOR to fully understand the Act and implement it during its project / service period with the Company.

An important provision of the PEPA 2000 is the National Environmental Quality Standards (NEQS) which set the limits of waste water, air emissions and noise/vehicular emissions. CONTRACTORS are required to fulfill all such limits.

CONTRACTOR will warrant that he is familiar with the contents and implications of such applicable Company's HSE standards.

CONTRACTOR shall pay consideration to the environment by acting to preserve air, water, and animal and plant life from the contrary effects of the mining activities and to minimize any nuisance, which may arise from the operations.

The following guidelines shall be applied for the environmental protection:

1. CONTRACTOR shall clear the site from all kind of spills (oil, brine etc), contaminated soil, and waste before leaving.
2. CONTRACTOR shall designate a team to the check the adjacent area of mine site up to 100 meters outside the mine portal in all direction and will remove all kind of waste for proper disposal if found.
3. Laws regarding environmental protection are somewhat restrictive; therefore COMPANY advises the CONTRACTOR to remain inside the working site. Nobody shall be allowed to place their equipment or to construct anything. Damages due to non-observance of the above will be borne entirely by the CONTRACTOR.
4. CONTRACTOR shall report any brine spillage to the COMPANY and carry out remediation/reclamation of the contaminated soil.
5. CONTRACTOR, in conducting the work, shall best endeavor to prevent or limit pollution within the levels permitted by applicable laws.
6. CONTRACTOR shall take necessary actions to protect and respect the environment over the mining Area. It shall indemnify COMPANY, its Co-Ventures and their Affiliates harmless from and against any loss or liability (including legal expenses) arising out of any claim or cause of action for damage to the environment.
7. There will be a HSE Monitor during the activity that will monitor compliance with the EMP developed.
8. CONTRACTOR shall follow the Environmental Management Plan in full spirit to avoid any damage to the environment.
9. CONTRACTOR shall be responsible for cleaning up and removing from the area all the waste material and equipment, such as plastic waste, electrical wire, scraps, wrecks and any pumps/ pipes as resulting from the conduct of the work.



10. Such clearing and clean up operations shall be conducted in accordance with the instructions of COMPANY or as dictated by Government. Until such removal, burial or destruction, as permitted by applicable laws, has been effected, CONTRACTOR shall take out the polluted or dangerous area with markers and undertake such other action to ensure safety as may be required by the competent authorities or by COMPANY.
11. Removal and adequate disposal/ recycling of waste will be carried out to meet the requirements of international standards. On site segregation of all wastes to be carried out. The waste will be managed through the COMPANY approved recyclable contractor.
12. The CONTRACTOR will be responsible for maintaining good housekeeping including the collection and storage of domestic and general waste, hazardous materials and all other effluents and emissions in accordance with the COMPANY and international standards requirements.
13. Nobody shall be allowed to cut any kind of vegetation, trees or plants.
14. The collection, removal, utilization directly or indirectly of local environmentally protected resources, including plants, animals etc. for consumption, profit, sport (hunting) or any other purpose is totally prohibited. Use of local trees for fires is prohibited.
15. No material structures or other shall remain at work sites, unless specifically requested or agreed by COMPANY and it is the responsibility of CONTRACTOR to perform and record the clearance of all work sites.
16. Concrete line ponds for brine water.
17. Appropriate procedures and facilities to prevent spillage of chemical, fuels, brine and lubricants will be adopted. Any significant spillage, incident etc., will be recorded by the CONTRACTOR and will be reported to COMPANY.
18. Local customs, cultural and religious requirements must and will be respected.
19. All environmental incidents and accidents shall be reported as per Company procedure on Company format.
3. **Environmental Management Plan**
CONTRACTOR will follow an Environmental Management Plan (EMP) of the Company. This plan will be used by the CONTRACTOR throughout the project to manage the environmental matters.
4. **Documents / Information Requirements with the Bid**
All bidders should supply enough information to enable the company to objectively evaluate their ability and willingness to effectively manage environmental issues. The information will include but is not limited to
1. Commitment to comply with the requirement of EIA & NOC (if the operation is in environmentally sensitive area)
 2. Commitment to comply Environmental Guidelines
5. **Termination & Suspension**
Any infringements by CONTRACTOR or any subcontractor identified by Company of its HSE regulations and standards shall be investigated jointly by Company and CONTRACTOR and remedial action mutually agreed upon and implemented by the CONTRACTOR
- If CONTRACTOR does not implement remedial action within agreed terms, Company has the right to stop the Work forthwith.
6. **Alcohol & Narcotics**
CONTRACTOR shall ensure its personnel do not: "at any time, while at the residence or working at the mine site" possesses any contraband or alcoholic liquor, drug or other intoxicating substance other than for bona-fide medical reasons which shall be subject to confirmation by Company's doctor.
CONTRACTOR agrees that its personnel and the personnel of its other Contractors shall be subject to Company's policy regarding prohibition of alcoholic beverages, illegal drugs, narcotics or other substances and contraband.
7. **Weapons, Arms & Ammunition**
All firearms, ammunition, knives or any other type of weapon is completely prohibited from all PMDC Premises. This also applies to CONTRACTOR premises, when they are on Company's Concession Area or have been developed for working under PMDC contracts.
8. **Pets**



CONTRACTOR and subcontractor personnel are not allowed to keep pets or other animals in their work sites.

9.

Documents / Information Requirements with the Bid

1. All bidders should commit that they will comply with HSE and Industrial hygiene provisions of Local, Provincial & National laws.
2. Abide company policy regarding Alcohol & Narcotics and Weapons, Arms & Ammunition.

4.

PERSONAL PROTECTIVE EQUIPMENT

The CONTRACTOR will be responsible for ensuring that all personnel at work site wear proper Personal Protective Equipment (PPE) relevant to their nature of job. This requires:

- Assessment of the type and quantity of PPE required
- Issuance of required PPE to all staff
- Storage of sufficient quantity of PPE at site to cover visitors and general usage
- Continues on-site monitoring to ensure effectiveness of PPE program

All persons engaged in mining operations where they are exposed to risk of injury or disease shall use suitable protective clothing and equipment. Such clothing and equipment shall include but not be limited to depending on nature of job and hazards to which one is exposed to:

- Coveralls
- Safety Hard Hats
- Safety boots
- Eye protection, welding shield, goggles
- Ear defenders
- Respirators
- Gloves
- Safety belts/ harness

CONTRACTOR shall ensure that all senior personnel and visitors to the workers shall wear such equipment in the appropriate circumstances, even if not actively engaged upon the work, as the example set by this is of paramount importance.

The minimum general PPE requirement for mining operations is as follows:

2. Safety Hard Hats

- Safety Hard Hats should conform to an internationally acceptable standard or code.

- All personnel shall wear safety Hard Hats

- Metal safety Hard Hats are not permitted (where there is a risk of electrocution).

- Hard Hats should be designed to accommodate earmuffs or face shields.

- Chin straps or other effective means of retention must be used on safety headgear when workers are climbing or working from a height exceeding 3 m (10 ft), or are exposed to high winds or other conditions that may cause loss of the Hard Hat.

- Damaged headgear or headgear with missing, mismatched, or modified components must be removed from service.

3. Safety Boots

- Safety boots should conform to an appropriate and internationally acceptable standard or code.

- Safety boots with a covered steel toe-cap/ Teflon shoes and non-skid soles shall be worn.

4. Eye Protection

Appropriate eye protection which includes but not be limited to safety goggles, welding helmet or hand-held shield, face shield, welding goggles and safety glasses shall be worn in all working situations where hazard or potential hazard exists. In particular, such situations shall include but not be limited to:

- All grinding and cutting operations using fixed or portable abrasive wheels

- Welding and flame cutting.

- Operations where fumes, vapors, dust, etc or other particulate matter is hazardous to the eyes.

- Chipping, grinding, hammering, cutting, wire-line, changing tong dies, scrapping paint, using a drill machine, and for any other activity which may result in a foreign body in the eye.

6. Respirators



Respirators must be worn when personnel are working in an atmosphere contaminated with harmful airborne contaminants. They must be of an approved type as follows:

1. Dust filters masks. Used to protect from nuisance dusts, which are irritants but not harmful.
2. Chemical cartridge respirators used to protect from dust, fumes and nuisance vapors. They should not be used with toxic gases of vapors.

7. Gloves

1. Appropriate gloves shall be used to guard from cuts and abrasions, extremes of temperature, skin irritation and dermatitis and contact with corrosive materials. Gloves shall be worn to provide hand protection appropriate to the hazard or potential hazard.
2. Rubber or plastic gloves shall be worn when handling, caustic chemicals or other skin irritants.
3. Gloves shall be changed if contamination of the inner surface is suspected.

8. Safety Lines, Harness & Belts

A safety line and four-point safety harness shall be worn in the following circumstances:

1. Where there is a risk of falling, harness must be used in conjunction with an inertia reel safety Line.

All safety belts, lifelines and inertia reels must be inspected by a qualified person and have a test certificate from the manufacturer and maintained appropriately and should be thoroughly examined before use for signs of wear or damage.

10. Documents / Information Requirements with the Bid

All bidders should supply enough information to enable the company to objectively evaluate their ability to provide and manage appropriate type and number of PPE that will be needed for this project. The information will include but is not limited to

1. List of PPE's with types to be used by CONTRACTOR for this project.

11. Documents / Information Requirements on Contract Award

1. CONTRACTOR's resources and methodology that it plans to use for managing PPE.

5. OCCUPATIONAL HEALTH REQUIREMENTS

In PMDC Lease areas weather changes rapidly and several species of dangerous reptiles and insects are found in that area. PMDC has been operating in such areas for several years and has developed the following minimum Health Management standards for its CONTRACTORS. These standards are a guideline and are to be used by the CONTRACTOR to develop its own project specific plan and procedures:

1. Minimum Health & Hygiene Standards

1. CONTRACTOR shall ensure that all its employees and its subcontractor's employees engaged in providing service to the company are medically fit and healthy.
2. CONTRACTOR shall ensure that its personnel and subcontractor's personnel shall maintain high standards of hygiene during the execution of the Contract.
3. CONTRACTOR and its subcontractor should be able to demonstrate valid vaccination/immunization records against contagious and epidemic diseases for itself and/or its employees.
4. Contractor personnel over 55 years of age must receive approval from COMPANY approved hospital before proceeding to start work at site.
5. CONTRACTOR shall at no cost to COMPANY be responsible for the medical welfare of its own and its subcontractor's employees
6. CONTRACTOR shall take care of arrangements for medical attendance, treatment or hospitalization if and when necessary
7. CONTRACTOR will pay special attention to the hygiene and health of its food handlers. Routine inspection will be carried out by Doctor, CONTRACTOR HSE personnel and Company HSE Monitor.
8. CONTRACTOR shall remove any area of concern highlighted during inspections.
9. CONTRACTOR will demonstrate that it understands the problems associated with working in the extremely weather conditions and that it has adequate resources, plans and procedures in place to mitigate those affects

2. First Aid & Medical Facilities

CONTRACTOR will provide equipped First Aid Centre at the mine site with the following features/ facilities:

1. Complete first Aid Boxes with adequate number.
2. Adequate stretchers
3. Trained first aider having knowledge of CPR manually or by AED.
4. Bp apparatus
5. Temperature Gun.

4. Snake/ Scorpion Bite Management

In the recent past snake/ scorpion bite incidents have increased in the mining industry. Contractors are advised to be careful about this hazard and in light of Document on Snake/ scorpion bite Management develop an action plan to handle such hazard.

5. Work Practices and Administrative Control

CONTRACTOR shall develop and Heat Management Program.

The following practices and controls can be used to minimize the affect of high temperatures on human body:

1. Provide cool (shaded) areas for rest and recovery.
2. Ensure adequate supply of cool water at the work place
3. Ensure that employees take fluids at least every hour.
4. If workers' diet is insufficient in salt or an individual is susceptible to heat strain, the Water can be salted. People on salt restricted diet (e.g. high blood pressure) should consult the doctor before taking additional salt.
5. Any person, who suspects that he may be suffering from heat stress or has been exposed to the sun for an excessive period, should report to the Field medical staff immediately.

6. Documents / Information Requirements with the Bid

All bidders should supply enough information to enable the company to objectively evaluate their ability to adhere to the above minimum health standards. The information will include but is not limited to:

1. List of medical personnel already in employment with the CONTRACTOR, including their qualifications.
2. List of medical equipment, facilities, etc. already available with the CONTRACTORS.

7. Documents / Information Requirements on Contract Award

CONTRACTOR will be expected to convert the above Plans into specific procedures in consultation with the Company.

8. Electrical System

The mine site will need electricity for lighting, dewatering pumps, air compressor etc. The following minimum standards will apply to all electrical systems operated by the CONTRACTOR during the execution of the Contract:

1. All generators should be placed on a wooden pad with proper bunding arrangements.
2. A standby generator for meeting at minimum requirements should be available.
3. All generators should be properly earthed as per internationally acceptable procedures.
4. A qualified and competent person should maintain and operate Generators.
5. Generator area should be out of bounds, for all personnel, except for the operator.
6. All electrical wires should be in PVC conduits when they are exposed to high physical wear or high ambient temperatures.
7. Splicing is not allowed in the mine/ residence electrical wiring; connections must be through a junction box.
8. All of the electrical wiring shall be distributed in a safe manner i.e. properly hanged through cable trays.
9. Hanging of energized wires shall be avoided, if necessary hanged through cable trays.
10. All of the cables should be properly coated to avoid any leakage.
11. No electric wires shall be spread on the surface in open, which can become a tripping hazard.
12. All Junction Boxes should be weather resistant and possess proper sealing arrangements.
13. The neutral in the camp electrical distribution will be connected to earth at source.
14. A separate earth wire will be used to earth all metallic enclosures.
15. Wiring in wet areas (shower and washrooms) shall comply with standards for such areas



16. A clearly identified and accessible means of isolation shall be provided for each working area.
17. All generators, Distribution Boxes, main switches and distribution network will have to be certified by third party (at CONTRACTOR's own cost) as certified fit for purpose and conforming acceptable international standards before mobilization.

9.

Fire Fighting & Emergency Equipment

CONTRACTOR shall provide adequate first aid equipment, fire extinguishers and other safety equipment to handle emergencies. These items should conform to the following minimum company standards:

1. All items should conform to ISO, NFPA or equivalent standards
2. The equipment is to be maintained in a professional manner as dictated by legal and industry standards.
3. An up-to-date record of manufacture, testing and maintenance of all equipment is to be maintained.
4. Locations of such equipment must be clearly marked and they should be readily accessible to all persons.
5. Color codes should be used to identify different types of fire extinguishers.
6. All persons shall have the basic knowledge of how to operate the equipment, and the procedures to be followed in the event of fire.
7. Muster points/ Safe Briefing Areas should be designated.
8. Manual or electrical with backup battery operated Emergency Alarm should be installed both at mine and camp sites.
9. Appropriate and adequate number of fire extinguishers shall be provided to all the facilities and activities.
10. Contractor will submit monthly inspection report as per Company's prescribed inspection checklist.

10.

Vehicle Maintenance Area

1. If the vehicles are to be repaired, they shall be carried out at a designated area.
2. This area should be cemented and bunded.
3. Provide drip trays in case the nature of job is for a very limited time frame.
4. No open oil drainage should be done outside the vehicle maintenance area.
5. Used oil should be collected in drums and disposed off through approved vendors to fulfill international standards requirements.
6. Used oil filters and other maintenance waste shall be segregated and disposed through approved vendors to fulfill international standards requirements.
7. Maintain company's vehicle inspection checklist on regular basis.

11.

Septic Tank

1. Accommodations should be planned in a manner that they are at least at a distance of 20 meters from the septic tanks and soak pits.
2. Septic tank and soak-away pit should be covered and provided with proper vents.

12.

Waste Disposal

1. Adequate number of waste bins to be provided. Domestic effluent to be disposed off properly.
2. Waste to be segregated properly in respective drums i.e. glass, wood, metal, plastic, combustibles etc. and send to Company approved waste contractor for proper disposal & recycling.
3. Waste shall be segregated before sending it to the approved recyclable waste contractor.
4. Waste oil should be collected in a special sealed containers (waste oil skids) to avoid any spill before sending it to the approved recyclable waste contractor.

13.

Food Waste

- Food waste to be segregated into solid waste and leftover food.
- Plastic packaging and polythene bags shall be segregated from the waste.
- Food waste should be stored in Company approved waste contractor container for proper disposal.

14.

Documents / Information Requirements with the Bid

All bidders should supply enough information to enable the company to objectively evaluate their ability to adhere to the above minimum standards. The information will include but is not limited to



1. List of personnel and subcontractors to be used for site setup and management.
2. List of equipment, generators, pumps, facilities, etc. already available with the Contractors.
3. CONTRACTOR should submit written commitment that they will certify generators, distribution boxes, main switches and distribution network by third party.

a. Driver Standard

All drivers shall be in possession of valid driving licenses for the appropriate category of vehicle. No unauthorized usage of transport shall be tolerated.

CONTRACTOR will ensure that all of its and its subcontractor's drivers and heavy equipment operators undergo a formal course on Defensive Driving by a Third Party for Certification of drivers' competency prior to mobilization at its own cost.

Speed Limits

1. Speed limits set for premises and road systems should be seen to be enforced by line management.
2. Speed limits where defined shall be prominently displayed in all vehicles.
3. Speed limiting rules for vehicles on public roads should be set with caution. Enforcing compliance with a limit, which is significantly lower than the limits set by traffic authorities or lower than local norms may increase vehicle hazards due to overtaking.

Documents / Information Requirements with the Bid

All bidders should supply enough information to enable the company to objectively evaluate their ability to manage its vehicle and earth moving equipment to be used for mining operations. The information will include but is not limited to

1. List of vehicles to be used in mining operations along with their current location.
2. CONTRACTOR's vehicle maintenance policy and records if any.
3. CONTRACTOR needs to submit letter of intent that they will arrange an inspection and fitness certificate for their vehicles prior to mobilization at their own cost from third party.
4. CONTRACTOR should commit that all its drivers and heavy equipment operators will be certified by a third party

6. EQUIPMENT AND TOOLS

CONTRACTOR will obtain at its own cost "Certificate for Clearance to operate equipment which will be used during mining" at PMDC Work site following an inspection from third party.

These equipment include loader, Forklift, haulages & other hoisting machines/equipment, dewatering pumps, drilling machines which will be used by CONTRACTOR or its subcontractors during the mining operation.

CONTRACTOR should develop a schedule for maintenance of these equipment and implement it.

1. Earth-Moving Equipment

The following minimum standards will apply to all earth moving equipment to be used by the CONTRACTOR during the contract

Seat belts shall be provided on all equipment. Seat belts need not be provided for equipment, which is designed only for stand up operation.

Roll Over protective structure (ROPS) Seat belts need not be provided for equipment, which does not have roll over protective structure (ROPS) or adequate canopy protection.

Brakes All earth moving equipment shall have a service braking system capable of stopping and holding the equipment fully loaded.

Horn All bi-directional machines, such as front-end loaders, and similar equipment, shall be equipped with a horn, distinguishable from the surrounding noise level, which shall be operated as needed when the machine is moving in either direction. The horn shall be maintained in an operative condition.

Reverse Alarm. No contractor shall permit earth moving equipment which has an obstructed view to the rear to be used in reverse gear unless the equipment has in operation a reverse signal alarm distinguishable from the surrounding noise level or an employee signals that it is safe to do so. Also rear view panoramic type mirrors is a requirement



Scissors points. Scissors points on all front-end loaders, which constitute a hazard to the operator during normal operation, shall be guarded.

Rated capacity. Lift trucks, tractor/ trolleys, etc., shall have the rated capacity clearly posted on the vehicle so that it is clearly visible to the operator.

Driving / Operator License: All drivers and operators of the heavy equipment must have valid license, as per the state requirement. Company representative shall hold the authority to reject the operator / driver of any equipment / vehicle who does not possess valid legal authority.

Unauthorized personnel & helpers shall not be permitted to ride on rear trolley of tractor. A safe place to ride shall be provided where riding of trolleys is authorized.

Guarding one or more methods of machine guarding shall be provided to protect the operator and other employees in the machine area from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks. Examples of guarding methods are-barrier guards, two-hand tripping devices, electronic safety devices, etc. Guards shall be affixed to the machine where possible and secured elsewhere if for any reason attachment to the machine is not possible. The guard shall be such that it does not offer an accident hazard in itself.

Refueling: While refueling, all equipment shall be switched off.

Preventive Maintenance Program: For the prolong contracts, where a particular equipment is in the operation for a period of more than one week, the owner of vehicle shall be asked to provide a written Preventive Maintenance Program.

General condition: The general condition of all equipment shall be visibly good. Equipment with leaking oil, ruptured boots, worn tyres and seals are not considered fit-for-purpose. The worn up body, fenders, parts, horn are considered flaws which must be repaired and maintained before using at Company sites

\\Drip trays: No maintenance shall be carried out without drip trays on the ground to collect any drips or small spillages

2. Load Lifting Equipment

1. Load lifting equipment along with slings, all kind of ropes and shackles and hooks for material handling shall be certified by a recognized third party (at CONTRACTOR's own cost) for its safe use.

2. Load lifting Study should be conducted for each & every heavy loads (as advise by PMDC)

3. The CONTRACTOR shall make and maintain a record of these inspections, and shall make such record available for examination.

4. Defective loading equipment shall be removed from service.

Following aspects to be considered for different all load-lifting equipment:

5. High Pressure Equipment

1. All safety valves, pumps, piping and hose shall comply with accepted standards.

2. Fitting and pipe, capable of withstanding the operating pressure, shall be used and properly installed.

3. All high pressure pumping devices shall be equipped with a pressure relief device.

4. There shall be no valve in the discharge opening of a safety relief valve nor in the discharge pipe connect to it.

5. The piping connected to the pressure side and discharge side of a safety relief valve shall not be smaller than the normal pipe size opening of the relief valve.

6. The piping on the discharge side of a safety relief valve shall be securely tied down.

7. Check valves should be installed as close to the well as possible during high pressure pumping operations.

8. High pressure equipment shall be pressure tested to at least operating pressure prior to commencing the job.

9. No pumps, piping, valves, or hoses shall be operated in excess of their specified working pressures.

10. All flexible or temporary high pressure lines should be adequately secured with chains to fixed points on the mine floor.

11. Personnel should not stand near discharge lines under pressure.

12. All pressure should be vented from any lines before disconnecting.



13. The mine floor shall be cleared of personnel during pressure testing operations.

6. Explosives and Chemicals

1. CONTRACTOR will be responsible to monitor all necessary precaution measure during its operations to carry out any blasting by the third party. The blasting contractor shall provide the procedures for transportation, storage and safe usage of explosives for review and approved both by the mining CONTRACTOR and the Company prior to start any activity. All mandatory signs and precautions shall be installed near the vicinity. Blasting activity shall be carried out under the supervision of competent, experienced and certified personal.

7. Waste Management

1. All kind of waste generated shall be managed through Integrated Waste Management Contractor located at mining site and it shall be sent to the COMPANY's approved recyclable waste contractor.

2. Waste generated during mining is mainly classified in two types:

- Mining waste
- Domestic waste

1. Mining

waste Treated

Waste Water

- The brine water shall be stored in the designated lined pit.
- No treated brine water shall be sprinkled unless it meets NEQS (National Environmental quality Standards).

3. Used oil

- All used oil shall be stored in sealed containers. This used oil shall eventually be sent to the COMPANY's approved recyclable waste contractor.

4. Scrap metal

- All scrap metal generated at the mine site shall be stored in the containers located at the mine site, and shall be sent to the COMPANY's approved recyclable waste contractor.

2. Domestic waste

3. 7.15.25.2.1 Food Waste

- Bio-degradable food waste shall be stored in separate compartment of container provided by waste contractor mining site and shall be sent to the COMPANY'S approved landfill site.

8. Permit to Work

1. A COMPANY approved CONTRACTOR's Permit to work (PTW) system shall be implemented.
2. Permit to work shall be required for but is not be limited to
 - Hot jobs
 - Cold jobs
 - Underground mine development entries
 - Working at heights
 - Heavy lifts operation
 - Electrical jobs
3. All PTW forms shall follow a formal numbering/ registration system.
4. All PTW form section shall be properly filled in.
5. All PTW forms shall be formally closed on time.
6. All PTW forms shall be formally cross referenced if extended with a new PTW form.
7. All PTW form templates should be checked for properly spellings/wordage.
8. Requirements should be explicit for under what circumstances the Company Man must sign the PTW form (as the third signature on the form)

9. Gas Detectors



1. MSA four in one gas detectors shall be provided at different places of the mine site.
 2. The detectors should be used for detecting H₂S, CH₄, O₂, CO.
 3. While working in underground mine oxygen meter shall be provided that measure and test for sufficient oxygen level in the atmosphere.
- 10. Job Safety Analysis**
1. CONTRACTOR will conduct Job Safety Analysis on Company's standard format (PMDC-12.00.FM.4.1) for all the activities..
- 11. Stop Card System**
1. Stop Card system shall be in placed to record the unsafe condition, unsafe acts, near misses etc.
 2. Training shall be provided to all of the employees to understand the system.
 3. All stop cards received shall be discussed with the COMPANY HSE representative on daily basis.
- 12. Trainings**
1. Whole staff of the CONTRACTOR along with subcontractor staff (transportation, catering and others) shall be trained in HSE awareness.
 2. All of the personnel of the CONTRACTOR along with subcontractor staff (transportation, catering and others) shall be properly trained for their respective jobs.
 3. In-house HSE job related trainings shall be provided to the workers/staff in coordination with COMPANY's HSE representative.
- 13. Documents / Information Requirements with the Bid**
- All bidders should supply enough information to enable the company to objectively evaluate their ability to adhere to the minimum standards. The information will include but is not limited to
- HSE REPORTING**
1. **Incident/ Accident Reporting**
 1. CONTRACTOR will maintain accident/ incident reporting system following company's format (PMDC-12.00.FM.01, PMDC-12.00.FM.1.1) to address all types of accidents and incidents as classified in their procedure.
 2. CONTRACTOR will be required to implement corrective measures that arise from the accident investigation.
 3. CONTRACTOR shall report all accidents and incidents in their form or if such form is not present then follow PMDC Accident Incident Reporting System
 4. CONTRACTOR shall follow all requirements of Company Procedure for accident / incident reporting.
- 2. Audits & Inspections**
- Company reserves the right to carry out HSE audits and inspections as necessary and CONTRACTOR will cooperate with any such requests. The following planned audits and inspections will be carried out as part of the contract:
1. Pre mobilization inspection of support equipment including all equipment and facilities related to the activities, camping, logistics and transportation.
 2. Company Representatives will carry out occupational Health, Safety & Environment Management System Audit.
 3. Company Representative will carry out site Clearance and restoration inspection after the conclusion of the mining operation.
 4. CONTRACTOR will appoint an official to be present during such audit. Audit findings where relevant should be discussed with CONTRACTOR and subcontractors.
 5. COMPANY will have the right to inspect/audit the operation any time (before/during/after).
- 3. HSE Reports**
- The CONTRACTOR shall submit following reports to the Company's Site HSE Representative on Company's prescribed format.
- i. Daily HSE Report
 - ii. Weekly Emergency drills
- 4. Documents / Information Requirements with the Bid**
- The CONTRACTOR Corporate Statistical Injury Report, the report shall include:
1. No of fatalities



2. TRIR target for the current year

8. EMERGENCY RESPONSE AND MEDICAL EVACUATION

When all safeguards fail, only tried and tested contingency plans can make the difference between situation recovery and serious loss. The CONTRACTOR would be required to have emergency response plan, related organization and physical facilities in place at the work site to respond to any unforeseen emergency.

The following requirement addresses the need for the planning, organization, facilities and equipment required to deal with emergency situations.

1.

Emergency Response Plan

Bridging document for Project Emergency Response Procedure plan will be provided to interface CONTRACTOR emergency response plan and Project Emergency Response Plan to the CONTRACTOR for all likely situations and shall be based on assessed risks. Emergency response plan shall define roles and responsibilities of persons involved and shall address particular locations, sections and departments in detail.

The plan will address:

1. Death, serious injury, sickness.
2. Fire, explosion, major property damage.
3. Oil spill/pollution
4. Brine spill
5. Security incidents such as kidnap and/or extortion if applicable
6. Weather emergencies e.g. hurricanes, floods
7. Breakdown of law and order
8. Bomb threat
9. The plan should adequately cover:
 - Protecting people
10. Compliance with national/local regulations
11. Limiting losses
12. Limiting public exposure, legal liabilities, fines, etc.

The above plan will be prepared by PMDC HSE at the pre-mobilization stage with input from relevant functions and personnel. Copies of the plan will be formally sent to all parties for information and necessary actions.

The subject plan will be tested by conducting an Emergency Response exercise involving all parties immediately after the CONTRACTOR workers mobilization is completed.

Emergency Control Organization

The human resources required to put the plans into effect must be trained in how to do that. Emergency response teams both at the work site and head office level should be designated with clearly defined roles and responsibilities. Emergency team(s) should be adequate in terms of size and qualifications to deal with probable emergency situations.

The emergency control teams can include but not limited to:

1. Fire response team
2. First aid team
3. Brine Spill control team
4. Local management team (LMT)

3. Facilities & Equipment

Dedicated facilities and equipment are to be made available for management of emergencies. The minimum requirements are given below:

1. A dedicated emergency control center should be designated at work site.
2. Adequate protective and rescue equipment should be provided. Detection/alarm and fire extinguishing systems.
3. First aid facilities and equipment should be adequate and well maintained. A list of names of designated first aiders should be prominently displayed in the first aid room/location(s).
4. Adequate rescue control equipment and support services should be provided.

4. Fire Precaution & Alarms

1. CONTRACTOR shall prominently publish in all relevant languages and at all areas of the working sites, the procedures to be carried out in the event of fire. This should include the sounding of an alarm, assembly points and calling the roll, and the importance of personnel keeping out of danger.



2. CONTRACTOR will establish a program for fortnightly one exercise of muster, Fire Fighting and general emergency response drills and progress of plan will be monitored by Company on a regular basis.

5. Medevac & Contingency Planning

1. In the case of serious injury or illness of the CONTRACTOR personnel, CONTRACTOR will arrange Medevac by a fully equipped ambulance.

6. Communication System

1. CONTRACTOR shall ensure that its workers / personnel have adequate means of communication to enable them to contact their Haulage room/ Radio Room and / or other agencies in the region for help in case of emergency situation, such as telephones, radios, etc.

7. Spill contingency plan

1. In the case of any environmental incident like Oil/ Brine water or any damage to the flora and fauna. The CONTRACTOR shall report all of the incidents. In case of oil/ brine water CONTRACTOR shall have a spill contingency plan mentioning the organization and responsibilities of all the personnel involve both at site and head office.

8. Documents / Information Requirements with the Bid

All bidders should supply enough information to enable the company to objectively evaluate their ability to effectively manage emergency situations. The information will include but is not limited to:

1. CONTRACTOR's formal acceptance that they have read and understood the requirements for Emergency Response plan and Medevac and that they agree to abide by it. Any exceptions that the CONTRACTOR may suggest will also be accompanied with the bid.

2. CONTRACTOR's Oil/ brine water contingency plan

9. Documents / Information Requirements on Contract Award

CONTRACTOR will be expected to abide Emergency Response & Medevac Company's Procedures specific to the project and provide evidence that it is making arrangements to put its emergency response organization in place prior to mobilization and ensure that all necessary facilities and equipment to handle emergency are available at site prior starting the activity.

9. Right to Suspend Operations/Terminate Contract

Without relieving CONTRACTOR of its obligations and liabilities under this Contract, if COMPANY is dissatisfied due to gross negligence with the performance of CONTRACTOR, on account of incompetence of CONTRACTOR, general lack of understanding of HSE regulations by Contractor's personnel due to linguistic problems, slow progress in the performance of operations, or insufficient regard for safety precautions, as a result of causes reasonably within CONTRACTOR's control or on account of Negligent performance of CONTRACTOR, COMPANY shall give CONTRACTOR written notice in which COMPANY shall specify in detail the cause of its dissatisfaction. Should CONTRACTOR fail or refuse to remedy, the matters complained of within fifteen (15) days after the said written notice has been received by CONTRACTOR, COMPANY shall have the right either:

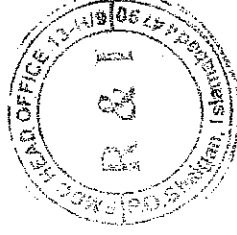
a. To direct CONTRACTOR to suspend work and pay CONTRACTOR no rate whatsoever (Zero Rate) until ready to resume work to the full satisfaction of COMPANY; or

b. To terminate the Contract immediately in accordance with termination clause of the company.

Contractor Signature with Name

Saf

Dy. General Manager (Procurement)
PMDC Head Office Islamabad
Phone: 051-9265128



(Lot No. 2)



**PAKISTAN MINERAL DEVELOPMENT
CORPORATION**

Head Office, 13-H-9, Islamabad-44790

**EXCAVATION OF ROCK SALT CONTRACT FOR KAORYAN MINE NO. 04 AT PMDC
SALT MINES, WARCHA.**

The rate for excavation of salt is quoted as under:-

- a) Raising/excavation and separation of good quality (Saleable) Rock Salt, at Kaoryan Mine No. 04, and Fragmentation the boulders that can be loaded in tractor trolleys.

Rs. _____ per M. T.
(inclusive of all taxes)

SIGNATURE _____

NAME _____

ADDRESS _____

C.N.I.C.NO. _____

(Muhammad Usman Munir)
For Dy. General Manager (Procurement)
PMDC Head Office Islamabad
051-9265128





**PAKISTAN MINERAL DEVELOPMENT
CORPORATION**

Head Office, 13-H-9, Islamabad-44790

**Tender Enquiry No. PMDC/PRO-Excavation/WA/
DUE FOR OPENING ON: 22.01.2026 AT 1130 HOURS**

**TENDER FOR EXCAVATION OF ROCK SALT FROM KAORYAN MINE NO. 04 AT PMDC
SALT MINES, WARCHA.**

Electronic bids are invited from the interested parties/contractors, registered with Income Tax Department & PRA Department for Excavation of Rock Salt from Kaoryan Mine No. 04 for a period of one year. Detail of excavation work is as under:-

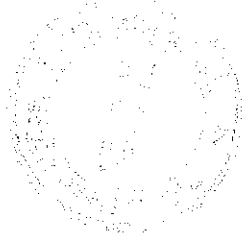
S.NO.	DESCRIPTION.	ESTIMATED QUANTITY	
		MONTHLY M.T.	ANNUAL M.T.
a.	Raising/excavation and separation of good quality (Saleable) Rock Salt from Kaoryan Mine No. 04 and fragmentation the boulders that can be loaded in the tractor trolleys.	7,500	90,000/-

TERMS & CONDITIONS

1. Electronic bid must be submitted on EPAD on or before 22.01.2026 at 11:00 AM which will be opened on the same day at 11:30 AM in the presence of tenderers or their representatives who desire to participate.
2. Bid Money of Rs. 600,000/- in the form of pay order/demand draft made in the name of Pakistan Mineral Development Corporation (on account of bidder) from any scheduled bank shall accompany the bid/tender. Tender with less or without bid money (in the form of pay order/demand draft) or pay order/demand draft without the name of bidder shall not be considered.
3. Tender with over-writing, cutting or conditional or by fax shall not be accepted. Unsigned tenders shall not be considered.
4. The successful contractor will sign contract agreement on the approved pattern for excavation with the PMDC within 10 days of the receipt of acceptance letter.
5. The successful contractor will deposit security money equal to 05% of one year production target on excavation with PMDC which will be refunded to him on successful completion of the contract. However, the contractor will not be entitled for any profit/interest on this security deposit.
6. The period of contract will be for one year (further extendable with mutual consent) w.e.f date of issuance of work order.



8. The excavation contractor is allowed to work from the allotted area of Kaoryan Mine No. 04 (current working levels Mine No.4,6,10) according to development and exploitation plan, failing which the contract will be terminated.
9. The contractor shall be responsible for all the liabilities under Act, rules, regulations and notification concerning Motor Vehicle, EOBI, cost of living allowance, Minimum Wages,
10. Education cases, Workmen compensation and any benefits allowed by the Federal/Provincial Govt. from time to time shall be born by contractor.
11. The contractor will be bound to sort out good quality salt as per direction of site management.
12. The weightment carried out at Main depot shall be final for all purpose, and the payment made to the contractor each ton received at Depot on monthly basis after deduction of taxes and other recoveries if any.
13. Explosive required by excavation contractor will be provided by PMDC Salt Mines, Warcha from its authorized magazine in such quantity as may be necessary at actual cost plus service charges at the rate of 10% basis on the date of tender which will be considered for the whole contract tenure and total cost will be recovered from the bill of the excavation contractor.
14. The quantity of Rock Salt to be excavated can be increased or decreased by 10% by the Project Management Warcha in writing according to the demand.
15. In case the contractor fails to excavate Rock salt according to the assigned target, Penalty @ Rs.100/- will be imposed for each tone short raised/excavated which will be recoverable from the contractor on monthly basis.
16. In case the contractor fails to fulfill contractual obligations his contract cancelled and security money forfeited and the work will be assigned to some other party/firm on the risk and cost of contractor.
17. The contractor will have to under-take all related works such as drivage of mine, maintenance of tunnel, inclines, cross cuts, galleries, air ways, development of Mine faces, dead work, maintenance of tunnel mouth, stone drivage, timbering/roof support, pumping of water from the Mine and electrification of Mines etc.
18. Any unworkable rate appears to have been quoted for dislocation of work will not be considered. PMDC will be sole judge to determine the workability or otherwise of work rates.
19. The Contractor will follow all the rules & regulations under labour law, payment of wages act, treatment in case of accident or injury during work, recovery made on account of EOBI on actual basis will be deducted from the excavation bills of the contractors. Deduction @ Rs.10/- per ton as insurance fund will be deducted from the excavation bills of the contractor.
20. Before commencement of work, the contractor will have to arrange medical check-up of the labour on a prescribed form and submit medical fitness certificate of each worker along-with copies of CNIC from PMDC hospital/ THQ for which all expenses if any will be born by contractor.
21. The contractor shall be bound to carry out work strictly in accordance with the provisions of Mines Act, 1923 and other relevant Rules/Regulations. The contractor shall be responsible to take due care in respect of the person to be engaged and he will provide safety helmets etc. to the labourers to be engaged by him.



22. All Govt. taxes will be applicable i.e. GST, PRA, and Income Tax etc. The rate quoted should be inclusive of all taxes. PRA will be charged on services including carriage.
23. Contractor/firm should have minimum 03 years experience of relevant work & have to submit experience certificate (copy of work orders) to this effect.
24. Contractor/firm should be registered with local tax authorities and be incorporated under Pakistani law evidence should be attached with bids.
25. Contractor/firm must be of sound financial health and shall provide certified bank statement covering last 12 months (from the date of submission of bid) with minimum closing balance of Rs. 5 Million.
26. Contractor/firm must provide a list of names of all of its owners, directors and management team alongwith their brief resumes.
27. Contractor/firm or any its subsidiary companies or any of its directors/owners or any of their relatives (parents, children, brother, sister) should not be under litigation with PMDC in any local or foreign court of law.
28. Contractor/firm or any its subsidiary companies or any of its directors/owners of their relatives (parents, children, brother, sister) should not have any ongoing, unresolved business dispute with PMDC. PMDC shall be the sole judge of fulfillment of this requirement.
29. In case of any dispute including quality tonnage shortening or excess of tonnage, breach of official decorum, misleading statement and non compliance of written instructions, the matter will be referred to relative competent authority. In case the matter is not resolved, the MD, PMDC will be sole Arbitrator and his decision will be final and binding on both the parties as per provision of Arbitration of Act, 1940.
30. The authorized representative of the bidder/bidding firm will only be allowed to sit in the tender opening on presentation of authority letter from the bidder/bidding firm issued in favor of representative to participate in the specific tender.
31. I agree to the above terms and conditions and give my acceptance.
32. The following documents should be attached with tender documents on EPAD as per attached checklist, otherwise the tender will not be entertained/considered.

Contractor's Signature with name



(Muhammad Usman Munir)
For Dy. General Manager (Procurement)
Phone: 051-9265128



Check List

Name of Firm/Contactor _____

Sr. No.	Description	Yes	No
1	Bid of Rs. 600,000/- is being deposited through D D/Pay Order. No. _____ dated _____		
2	Copy of CNIC/NTN.		
3	Copy of registration certificate with FBR department. (Active)		
4	Copy of registration certificate with PRA department. (Active)		
5	Copies of experience certificate and work orders.		
6	List of names of all it's owners, directors and management team alongwith their brief resume.		
7	Financial Soundness Proof (Bank Reference or Bank Statement, Audited Report / Accounts).		
8	Affidavit of litigation.		
9	Affidavit regarding no dispute with PMDC.		

Tenderer/Bidder Signature



PAKISTAN MINERAL DEVELOPMENT CORPORATION

(PVT.) LTD.

HEALTH, SAFETY & ENVIRONMENT

(HSE)

REQUIREMENT AND GUIDELINES

FOR MINING OPERATIONS



1. INTRODUCTION

This document is being issued with the Letter of Invitation to Tender and Contract Document for Mining and related services. It sets out the requirements for Health, Safety & Environment (HSE) that the bidders are expected to meet, and the final contract awardee is expected to implement as a minimum acceptable standard during the execution of the works.

1. Scope of Work

The successful bidder will also be able to use this document to prepare its HSE Plan & Procedures in line with the corresponding PMDC current policies/procedures.

2. Organizations Involved

1. Company

Company means Pakistan Mineral Development Corporation (Pvt.) Ltd. (PMDC)

2. Contractor

The Mining and related services contractor

3. Sub-contractor

Sub-contractor shall mean any company, corporation, firm, partnership or any combination thereof engaged directly by CONTRACTOR for the performance of service or any part thereof.

The COMPANY shall consider all the sub-contractors of the CONTRACTOR as the CONTRACTOR and therefore the sub-contractor shall bound to fulfill those entire requirements which are agreed between the COMPANY and CONTRACTOR.

4. Other third parties or service companies

COMPANY will hire services of service companies to perform different jobs during the mining operation. CONTRACTOR shall be responsible to provide HSE inductions and any other support to perform their job smoothly.

3. POLICY AND COMMITMENT

1. Policy

CONTRACTOR and its subcontractors will acknowledge Company's strong commitment to HSE and affirm that they will follow Company HSE policies. CONTRACTOR will further affirm that Company HSE policies are widely disseminated through an effective method of communication and understood among employees and sub CONTRACTOR's employees.

2. Policy Dissemination

CONTRACTOR shall outline scheme for the dissemination of Company HSE policies to employees at all levels. This shall include availability of their staff for general training other than specifically job-related (e.g. in firefighting, First Aid, hygiene etc.); display of posters/safety signs, and incentive schemes after accident-free periods where appropriate.

3. Objectives and Targets

4. Zero fatality.
5. Installation of safety signs.
6. Celebration of Safety week annually.
7. Formal HSE reporting system to project management as per prescribed format.
8. HSE housekeeping and walk down activity once a month.
9. Zero Oil Spills
10. At least one evacuation/rescue drill will be performed on monthly basis.
11. All working personnel shall be medically screened and fitness certificates to be shared with Company Project Management.
12. There should be no social complaints.
13. No extra land shall be acquired.

4. Responsibility for Health, Safety & Environmental Compliance

1. The CONTRACTOR is responsible, through his organization, for applying the HSE measures required to carry out the work assigned to him by the COMPANY so as to prevent accidents/incidents or events which jeopardize the HSE of personnel and of the mine.
2. The CONTRACTOR is responsible for the correct selection of personnel to be assigned to the jobs.
3. The CONTRACTOR shall possess all the equipment needed to carry out the work (appropriate for the work environment) as well as all the clothing, safety devices and personal and collective protection devices required.



4. The CONTRACTOR shall plan all actions, controls and inspections aimed at ensuring that HSE requirements are observed, applying the measures communicate to him time to time by Company HSE team.
5. Keeping in view the sensitivity of mining operation CONTRACTOR and its subcontractors will affirm that all of the personnel especially supervisors shall be responsible for ensuring that the operation is performed in accordance with all applicable HSE rules, regulations and good working practices, with equal diligence being paid to the fulfillment of the contractual technical specifications.
6. CONTRACTOR and subcontractors will advise such personnel of their HSE responsibilities through regular trainings and inductions.
7. The CONTRACTOR shall provide qualified HSE Advisors/ Supervisors appropriate at the site.

5. Project Risk Assessment

1. COMPANY will provide a detailed HSE Risk Assessment for the mining and related operations. The contractor is to adhere that.

6. Contractor's HSE Organization

1. During the bidding stage the CONTRACTOR shall present a complete and detailed organization chart in the form of a block diagram, which will indicate all the positions and functions including any external organizations (Sub vender / subcontractors) involved in carrying out the various activities covered by the CONTRACT.
2. CONTRACTOR shall provide a complete document of job descriptions, role and responsibilities of all the personnel working on PMDC site.
3. CONTRACTOR will also submit detailed CVs of its personnel responsible for handling HSE matters i.e. MIC (man in charge), HSE Advisor, HSE Supervisors & First Aiders.
4. Once the contract has been assigned the CONTRACTOR shall provide the COMPANY with the actual project organization chart, specifying also the names and relevant professional profiles of the key positions.

7. Contractor's HSE Advisor

CONTRACTOR will provide an HSE Advisor The primary responsibility of the HSE advisor shall include, but not be limited to, the maintenance, monitoring, and implementation of HSE guidelines and procedures on the work site. Co-ordination of such activities shall be conducted with and approved by CONTRACTOR's line management. CONTRACTOR will ensure that the HSE Advisor and at least one other key person have attended a HSE course relevant to specific Operations.

8. Documentation

COMPANY has established a document control system for its documentation. Which shall be applied on all daily reports, incident reports, inspections, audits and other documentation generated from its operation.

9. Documents / Information Requirements with the Bid

All bidders should supply enough information to enable the company to objectively evaluate their commitment to adhere to company HSE standards. The information will include but is not limited to

1. CONTRACTOR's organization chart with details of key personnel.
2. CONTRACTOR's proposed Project Organization with detailed CVs of MIC (man in charge), HSE Advisor, HSE supervisors & First Aiders
3. CONTRACTOR's fatalities record for last three years
4. Details CONTRACTOR's dedicated personnel who will hold sufficient authority to manage the entire CONTRACT and to organize the work and site
5. CONTRACTOR HI's commitment that they will keep a MIC (man in charge), HSE Advisor, HSE supervisors & First Aiders during the entire contract period.
6. CONTRACTOR's Objectives and Targets specifically for HSE.

10. Documents / Information Requirements on Contract Award

CONTRACTOR will be:

1. Expected to provide actual organizational chart before initiating any physical activity.
2. Undertaking on Company's prescribed format failing will lead to termination of the contract.



4. PERSONNEL

These requirements pertain to all CONTRACTOR personnel deployed for this particular activity mentioned.

1. Recruitment

The personnel & supervisors provided by the CONTRACTOR will meet the following requirements:

a. Age Limit

The maximum allowable age limit is 55 years. (CONTRACTOR, s and its subcontractor's personnel over 55 years of age must receive approval from COMPANY approved hospital before proceeding to start work at site). Minimum age limit is 18. However, as per clause 26A of Mines Act 1923 " Young person's not to be allowed underground without certificate of fitness.— No person who has not completed his seventeenth year shall be employed in any part of a mine unless.—

(a) a certificate of fitness in the prescribed form and granted to him by a qualified medical practitioner is in the custody of the manager of the mine, and
(b) he carries while at work a token giving a reference to such certificate."

b. Medical Screening

The CONTRACTOR shall ensure that all of its and its subcontractor's employees are medically fit and healthy. The CONTRACTOR will arrange following medical examination for its entire staff for mining activities at CONTRACTOR's own cost.

- Blood Pressure/ Heart rate
- Blood CP & ESR
- Fasting Blood Sugar
- Urine D/R
- Stool D/R
- Chest x-ray P/A view
- ECG (for employee above 40 years of age)
- In addition to these tests physical examination should also be carried out. The Certificates of Medical fitness must be kept at Site Company Clinic/ Dispensary with test reports of above mentioned general tests.
- In addition to the above general test, CONTRACTOR's and its subcontractor's drivers and heavy equipment's operators will also undergo the following tests:
 - Audiometry Test
 - Eye Vision Test
 - Colorblindness Test
 - Drug Test for Urinary opiates
 - Drug Test for Urinary Cannabinoids
 - All Food handlers (Cooks, Dishwashers and Waiters etc) must have a more thorough screening than the general work force, with following additional tests. The CONTRACTOR will maintain medical records of the catering staff.
 - Blood analysis: CBC (cells blood count), DLC
 - Urine analysis: For urinary tract infection and kidney problems
 - Chest X ray
 - Stool analysis for (a) parasites, (b) pathological bacteria (c) typhus or typhoid carrier
 - Tested and then vaccinated for Hepatitis A&B
 - Vaccination against typhoid disease

2. Training & Awareness

CONTRACTOR is responsible for maintaining and enhancing the HSE awareness of all personnel including arranging regular toolbox talks, short training courses and emergency drills. It also includes job related training required by law, COMPANY regulations/ HSE policy, and will provide certificates if so required.

CONTRACTOR shall ensure that all its personnel who require it shall have access to, and receive adequate training and refresher courses viz.

a. HSE Induction

CONTRACTOR shall ensure that all new arrivals including visitors to the work site receives a comprehensive HSE Induction briefing immediately upon arrival at the work site and before these new arrivals commence work. The record of all these induction would be kept.



b. First Aid

CONTRACTOR will ensure that at least one person for each 25 people at mine site and is in possession of a valid certificate from a recognized first aid course. A team of these advanced first aiders will be maintained at mine site and will undergo regular training and exercise with the Company Doctor/HSE Manager. First aid, as a minimum requirement, shall include but not be limited to, the control of bleeding and provision of resuscitation.

c. Fire Fighting

CONTRACTOR will ensure that a dedicated Fire Response Team is maintained at site with trained and experienced personnel in Fire Fighting. This team will conduct regular Fire fighting exercises. The team leader will also be responsible for ensuring that all workers receive regular instructions in basic fire fighting techniques, which shall include at least an actual demonstration, and that inspections are carried out in accordance with manufacturers' requirements. Fire and evacuation drills shall take place within a month of contract period and thereafter on a regular basis with emphasis on high-risk areas such as the Underground mining areas, Coal depots, Timber/Fuel storage, residential areas etc.

d. Defensive Driving Training

CONTRACTOR will ensure that all of its drivers must have valid relevant license with experience to drive in hilly areas and heavy equipment operators undergo a formal course on Defensive Driving by a Third Party for Certification of drivers and heavy equipments operators' competency prior to mobilization at its own cost.

3. Documents / Information Requirements with the Bid

CONTRACTOR to submit written confirmation that they will undertake company prescribed medical examinations and screening tests for their staff and the subcontractor at their own cost from reputable hospitals.

5. HSE WORKSHOP, AWARENESS AND TRAINING

1. Pre-Mobilization HSE Workshop

CONTRACTOR and its subcontractors would be required to participate in a Pre-mobilization HSE Workshop prior to start of the work, in which CONTRACTOR should prepare notes for this meeting covering (but not limited to) the following points:

1. Environmental considerations with special reference to the conditions imposed by EPA (If the operation is in an environmentally sensitive area)
 2. Management of health in extreme weathers and other local health hazards.
 3. Climatic and seasonal considerations (e.g. earth slips, road erosion, floods, rains, etc.).
 4. Technical and HSE training program (Before & during Contract) including first aid, fire fighting etc.
 5. PPE
 6. First aid services and provision of qualified medical services.
 6. Contingency planning (pollution control as well as safety related).
 7. Emergency Evacuation Procedures
 8. Auditing and reporting
- Minutes of this meeting with agreed action items should be given to all participants and action parties.

2. Interfaces with the Company

The CONTRACTOR shall, within the context of this contract, identify one site based-person (HSE Advisor) tasked to interface with Company's Site HSE representative for HSE related matters.

The persons shall hold sufficient authority to manage the entire contract and to organize the work and the site, taking care that all information for and from the COMPANY is transmitted correctly.

3. Awareness and Meetings

1. CONTRACTOR is responsible for maintaining and enhancing the HSE awareness of all personnel on the work sites including arranging toolbox talks, short training courses and emergency drills on regular basis. Additionally a complete schedule will be made prior to start mining operation.
2. CONTRACTOR shall be responsible for holding HSE meetings on a regular basis, to be pre-determined in pre-mobilization workshop with company, contractor, subcontractors and 3rd party key and management personnel.
3. Copies of minutes of CONTRACTOR's HSE meetings shall be regularly sent to PMDC Head Office.



4. Toolbox meeting shall be conducted prior to the start of each shift. Additionally prior to starting any non-routine job, a toolbox (pre-job) meeting shall be held by the Supervisor in charge to explain each person involved in the operation with the scope of work, the hazards and the specific procedures to be followed.
5. CONTRACTOR shall ensure that all new arrivals to the work site receives a comprehensive HSE Induction briefing immediately upon arrival at the work site and before these new arrivals commence work. Record of all of these inductions will be kept on the site.
6. HSE meetings will also address environmental issues and, environmental induction briefings will also be given to new starters.

6. PROJECT HSE PLAN

CONTRACTOR will prepare and submit HSE plan at the contract award stage. At the bidding stage, the CONTRACTOR will need to submit a letter of intent that HSE Plan meeting the following requirements will be developed at award stage, shared with the Company and implemented during the execution stage

The plan will include the following sections

1. Introduction

This section should include:

1. An outline of the HSE Plan
 2. Reference standards, Statutory Compliance and other documents
 3. Objectives and Target in specific for this contract.
 4. Project Management description, organization and resources
- ##### 2. Description of Facilities and Operations

This section should contain a description of the workers and its components, machinery, fittings, systems and equipment including types, numbers and location of all safety equipment. It should specifically describe the essential features relevant to the HSE and emergency management of the facility and mining operations. This enables an understanding of how major hazards and effects, could impact the mining operation and its HSE management systems.

3. Hazard Identification and Risk Assessment

This section should include potentially significant hazards identified for the mining operation or site. It should demonstrate that all potentially significant hazards and effects have been identified, the risks from the hazards and effects evaluated and understood, and that controls to manage risks of the hazards and effects are in place. Each potentially Significant hazard identified should be analyzed through prescribed Risk Assessment template (PMDC/12.FM.2.2)

Some potential hazards that can encounter during the mining operation are:

- Loose rock pieces fall from ceiling
- Roof collapse
- Slippery road surface for tractor/trolley operation
- Steep road gradient
- Water inundation
- Electrocuton
- Blasting fumes
- Low oxygen at working faces
- Salt/Coal dust
- Heat stress
- Snakebites/ Scorpions
- Dehydration
- Work at height
- Falling hazards
- Tripping Hazards
- ILL-maintained heavy equipment
- Load lifting
- Toxic/Explosive gases
- Improper haulage skip/equipment
- Steep dip angle for mine inclines.



- ° Fire
- ° Darkness

4. Documents / Information Requirements on Contract Award CONTRACTOR'S HSE Plan

7. PMDC'S LIFE SAVING RULES

As part of our ongoing effort to improve safety awareness within the organization and sharing the same knowledge with our contractors who have been providing services in and around our facilities, Company's HSE department has recently identified common failures that have contributed to several fatalities in the past years.

To ensure that these failures are addressed, PMDC has introduced the 10 major Life Saving Rules (LSRs) mentioned below:

LSR-1: Do not smoke/light outside designated areas

LSR-2: Do not remove/ damage pillars/ Support in under-ground Mining

LSR-3: Verify energy is isolated before starting work

LSR-4: Ensure use of Safety Belts while travelling in/out mines through haulage skips and during setting right the derailed skip

LSR-5: Use correct lifesaving PPE whenever required

LSR-6: Ensure pre-shift inspections with conduction of toxic/explosive gas tests, scaling of roof etc.

LSR-7: Do not carry out work in developmental trenches/entries without ensuring effective slope stability

LSR-8: Maintain mines road gradient < 5%

LSR-9: Conduct blasting process through competent skilled workers.

LSR-10: No alcohol or drugs while working

LSR-11: Comply and intervene

1. Smoke only at designated areas, do not use ignition source at fire/explosion hazard area

Smoking or use of matches or cigarette lighters could set on fire flammable materials or cause an explosion. Smoking at designated, clearly signed areas will keep you safe from causing fire and explosion. Any piece of equipment that is or could be an ignition source, such as a grinder, mining machine etc. at an area with fire / explosion hazard, such as underground mines, coal/fuel/timber storage areas is likewise dangerous and forbidden.

As a worker, I have to:

1. Learn where the designated smoking areas are;
2. Intervene and report if I see someone smoking/lighting outside a designated area;
3. Avoid using any ignition sources in underground mines, coal/fuel/timber storage areas without a permit to work and fire prevention measures.

As a supervisor, I have to:

4. Inform personnel about designated smoking areas;
5. Ensure the permit to work is obtained if hot work is carried out;
6. Inform personnel about hazards and rules of hot work.

2.0 Do not remove/ damage pillars/ Support in underground Mining

As a worker, I have to:

- 2.1.1.1 Protect pillars of underground room and pillar method and all kind of support in coal mining.

- 2.1.1.2 Make sure that pillars will not be damaged for production purpose.

- 2.1.1.3 Make sure to use competent material steel arches/concrete) for support purpose.

As a supervisor, I have to:

- 2.1.1.4 Ensure Protection of pillars of underground room and pillar method

- 2.1.1.5 Ensure that pillars will not be damaged for production purpose.



- 2.1.1.6 Ensure to use competent material steel arches/concrete) for support purpose.
- 2.1.1.7 Use of eucalyptus wood (sataida) or any other weak material is prohibited in underground mining.

4. Ensure use of Safety Belts

As a worker, I have to:

1. Use safety belts while working at height.
- As a supervisor, I have to:
1. Ensure the workers are wearing safety belts/harness while working at height.

5.0 Use correct lifesaving PPE whenever required

Personal Protective Equipment termed 'life saving' are personal fall arrest systems and personal respiratory protection equipment (except dust masks). Always use a personal fall arrest system (Safety harness/belts) when working outside a protective environment where you can fall over 2 meters. A protective Environment includes approved scaffolds, stairs or elevated platforms with guard rails and man lifts. Personal respiratory protection equipment must always be used if you are exposed or could be exposed to hazardous gases or to a hazardous atmosphere (eg. when oxygen levels are low), as required by the permit to work.

As a worker, I have to:

1. Be aware of what fall protection equipment to use and how to use it;
2. Be aware of what respiratory protection equipment to use and how to use it;
3. Check equipment before using it; always connect the personal fall arrest system to an anchor point when working at height/under-ground outside of a protective environment.

As a supervisor, I have to:

1. Make sure that the specific life saving PPE is available in healthy condition and personnel are trained;
2. Confirm that it is safe to start work at height or in the hazardous or potentially hazardous atmosphere.

6. Ensure pre-shift inspections with conduction of toxic/ explosives gas tests, scaling of roof etc.

During some works or in underground mining areas/ specific work areas the atmosphere has to be tested to prevent explosions and/or make sure you and other people on-site can breathe the air safely.

As a worker, I have to:

1. Confirm with the supervisor that the atmosphere is tested;
2. Confirm with the supervisor that it is safe to start work;
3. Wear the calibrated personal gas detector if required by the permit to work or site regulation;
4. Stop work if I smell gas or the personal gas detector alarms.
5. Scaling of roof.

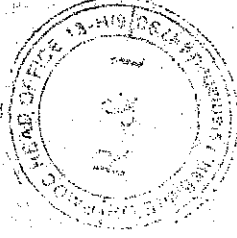
As a supervisor, I have to:

1. Confirm that gas testing is carried out by trained personnel by using calibrated multi-gas detector as per permit to work;
2. Ensure that enough calibrated gas detectors are available;
3. Request more gas tests if necessary to keep the workers safe;
4. Confirm that it is safe to start work.
5. Ensure scaling of roof.

7. Do not carry out work in developmental trenches/ entries without ensuring effective slope stability.

No matter how safe an excavated trench or pit may seem to you, it can turn unnoticed into a deadly trap due to a short rain or depositing material next to it. Shoring or sloping the sidewalls easily gets you on the safe side.

As a worker, I mustn't:



1. Enter a trench or pit deeper than 1.2 metres (approx. chest level) that is not protected by shoring or doesn't have sloped side walls.

As a supervisor, I have to:

2. Ensure that any pits or trenches deeper than 1.2 metres are sloped or protected by shoring;
3. Ensure that any pits or trenches deeper than 1.2 metres are considered as underground mines.

8. **Maintain Mines road gradient < 5 %**

As a worker, I have to:

1. Maintain all mines road gradient < 5 %
2. Dress up mine roads with soil/gravel to avoid slip of tractor/trolley tyres while going uphill.

As a supervisor, I have to:

3. Ensure All mines road gradient is < 5 %
4. Ensure dress up of mine roads with soil/gravel to avoid slip of tractor/trolley tyres while going uphill

9. **Conduct blasting process through competent skilled workers.**

As a worker, I have to:

1. Drill the holes following all precautionary measures.
2. Fill of gun powder into holes
3. Install safety fuse of appropriate length.
4. Clear area from men and equipment
5. Inspection of boot legs

As a supervisor, I have to:

6. Ensure all the job steps of blasting are carried out by taking necessary precautionary measures.
7. Ensure the path is clear after blasting;
8. Ensure that nobody walks in while blasting activity is performed.

10. **No alcohol or drugs while working**

Using alcohol, illegal drugs and misusing legal drugs or other substances will not only reduce your ability to do your job safely, but will expose your colleagues to increased risk.

As a worker, I have to:

1. Always inform the supervisor if I'm taking medicine that may have an effect on my performance. If in doubt I always check with the supervisor who may seek medical advice;
2. Avoid using, keeping, selling or distributing illegal drugs;
3. Report any case of alcohol or drugs abuse;
4. Avoid taking any risk if I don't feel fit to work.

As a supervisor, I have to:

5. Assign work to people who are fit to work;
6. Immediately remove people from the work who are under the influence of alcohol or drugs.

11. **Comply and intervene**

Keeping the Life Saving Rules will save lives. One who chooses not to keep the Life Saving Rules chooses not to work for PMDC.

As a worker, I have to:

1. Refuse any work that violates the Life Saving Rules;



2. Intervene and report if somebody violates the Life Saving Rules.

As a supervisor, I have to:

3. Provide a safe workplace and assign safe work in line with the Life Saving Rules;
 4. Inspect the Life Saving Rules are followed;
 5. Intervene if somebody violates the Life Saving Rules and apply consequences.
- LSRs are basic safety rules for high-risk works where failure to comply with the rules has the highest potential for serious injury or fatality. These LSRs set out clear and simple "dos" and "don'ts" covering activities with the highest potential safety risk. Note that these LSRs apply to all operations under PMDC Operational and / or Governance control.

Compliance is mandatory for everyone, PMDC, contractor and sub-contractor employees alike. There is absolutely no task we perform is so important and no service is so urgent that we cannot take time to perform the work safely. Company message is a simple one **"if you choose to violate the rules and do your job the unsafe way, then you choose not to work for PMDC"**. We are determined to save lives. Once again we reiterate that **Life-saving Rules** should comply by contractor personnel at all times with no exception. Failure to comply will result in disciplinary action as per table below.

Sr.	Life Saving Rule	Consequences		
		Rule broken for 1 st time	Rule broken for 2 nd time	Repeated Violation
1	Do not smoke/light outside designated	Verbal Warning	Written Warning	Banned from site
2	Donot remove /damage pillars under-ground mining.	Verbal Warning	Written Warning	Banned from site
3	Verify energy is isolated before work	Verbal Warning	Written Warning	Banned from site
4	Ensure use of safety belts while in/out mines through haulage during setting right the derailed	Verbal Warning	Written Warning	Banned from site
5	Use correct life saving PPE when ever	Verbal Warning	Written Warning	Banned from site
6	Ensure pre-shift inspections of toxic/explosive gas ing of roof etc.	Verbal Warning	Written Warning	Banned from site
7	Do not carry out work in developmental entries without ensuring effective slope	Verbal Warning	Written Warning	Banned from site
8	Maintain Mine road gradient < 5 %	Verbal Warning	Written Warning	Banned from site
9	Conduct blasting process through skilled workers.	Verbal Warning	Written Warning	Banned from site
10	No alcohol or drugs while working	Banned from site		
11	Comply and intervene	Verbal Warning	Written Warning	Banned from site

2. LEGAL AND OTHER REQUIREMENTS

CONTRACTOR shall provide suitable evidence that a management system conforming to the Company's Health, Safety, Environment Protection policies is applied and shall comply with the "mining" Forum guidelines pertaining to Health, Safety, and Environment & Quality". The CONTRACTOR shall also comply with all HSE and Industrial Hygiene provisions enacted by National Legislation. The CONTRACTOR is required to comply with all relevant National, Provincial and local Laws.

1. Reference Laws & Provisions

Environmental protection laws



Pakistan Environmental Protection Act, 1997

The Pakistan Environmental Protection Act, (1997) provides the legal framework for the Federal Environmental Protection Agency within the Ministry of Environment. FEPA, together with the provincial environmental protection agencies, have complete jurisdiction over all industrial activities as they could potentially affect environmental protection, and include specifically "Mines and Minerals exploration and development".

- Section 6 of the Act empowers the PEPA to ensure enforcement of National Environmental Quality Standards.

- Section 11 prohibits the discharge or emission of any effluent, waste, air and or noise pollution in an amount which exceeds the National Environmental Quality Standards (NEQS-- see

Appendix H) or, where applicable, the standards established by the FEPA under the legal powers provided by the Act.

- Section 12 directs that an IEE or, where the project is likely to cause an adverse environmental effect, an EIA be filed with the FEPA for review and approval prior to project commencement.

- Section 14 (Handling of Hazardous Waste) requires anyone who generates, collects, consigns, transports, treats, disposes of, stores, handles or impacts any hazardous waste to have a permit to do so from PEPA.

- Section 16 permits FEPA to enforce protection measures and remediation where contamination of the environment has taken place. Where an order is not carried out, FEPA has the authority to carry out the required works and to recover the costs from the person responsible for the source of environmental contamination.

The Wild Birds and Animals Protection Act, 1992

The Wild Birds and Animals Protection Act, (1992), provides for the protection of the fauna of the country.

Forest Act, 1927

The Forest Act (1927) authorizes Provincial Forest Departments to establish forest reserves and protected forests. Under section 26, the Act prohibits any person to set fire in the forest, quarry stone, remove any forest produce or cause any damage to the forest by cutting trees or clearing up area for cultivation or any other purpose. Section 23 provides legal basis for acquiring rights of any description, in the form of a written grant or contract, in or over a reserved forest.

Pakistan Penal Code, 1860

The Pakistan Penal Code (1860) authorizes fines, imprisonment or both for voluntary corruption of fouling of public springs or reservoirs so as to make them less than fit for ordinary use.

Canal and Drainage Act, 1873

The Canal and Drainage Act (1873) prohibits corruption or fouling of water in canals (defined to include channels, tube wells, reservoirs and watercourses) or obstruction of drainage.

b. Occupational safety laws

The Mines Act, 1923

The 1923 Mines Act (Safety in Mining and Production) Regulation (1974) controls the full range of safety issues in mining and production from seismic operations to mining and production. The 1974 Safety Regulations require operators to send to the Chief Inspector of Mines a declaration of safety personnel, including Welfare and Safety Officer, and accident reporting. The Ministry of Labor and Manpower's information on safety issues including provisions of protective equipment and identification of safety personnel and emergency measures.

The Explosives Act (1884), the Explosive Substance Act (1908) and the Explosive Rules (1940)

These Acts regulate the manufacture, possession, sale, use, transport and importation of explosives in Pakistan. These Acts require that any accident while handling or using explosives must be reported to the Chief Inspector of Explosives.

c. Other relevant

legislation



The Antiquities Act, 1975

restrict within such area mining, quarrying, excavating, blasting and other operations of like nature, or the movement of heavy vehicles except under and in accordance with the license.

3. ENVIRONMENTAL REQUIREMENTS

This section will outline the minimum guidelines and some introduction to the way we manage our environment and expect the contractors to follow the same.

1. Legal Requirements and Regulations

Pakistan Environmental Protection Act 1997 (PEPA 1997) is major environmental regulations in Pakistan. It is the responsibility of the CONTRACTOR to fully understand the Act and implement it during its project / service period with the COMPANY.

1. An important provision of the PEPA 1997 is the National Environmental Quality Standards (NEQS) which set the limits of waste water, air emissions and noise/vehicular emissions. Contractors are required to comply all such limits.
2. If the operation is in an environmentally sensitive area a legal environmental requirement is the Company's Environmental Impact Assessment (EIA) and the NOC issued by Environmental Protection Agency (EPA) for the conduct of project activities in the area. The EIA sets the environmental practices, which are approved by the EPA. Another possibility is that there might be an IEE (Initial Environmental Examination) of the project area. It is CONTRACTOR's responsibility to find out their environmental responsibilities with respect to these documents

2. Environmental Guidelines

Pakistan Environmental Protection Act 2000 (PEPA 2000) is one of the major environmental regulations in Pakistan. It is the responsibility of the CONTRACTOR to fully understand the Act and implement it during its project / service period with the Company. An important provision of the PEPA 2000 is the National Environmental Quality Standards (NEQS) which set the limits of waste water, air emissions and noise/vehicular emissions. CONTRACTORS are required to fulfill all such limits. CONTRACTOR will warrant that he is familiar with the contents and implications of such applicable Company's HSE standards. CONTRACTOR shall pay consideration to the environment by acting to preserve air, water, and animal and plant life from the contrary effects of the mining activities and to minimize any nuisance, which may arise from the operations.

The following guidelines shall be applied for the environmental protection:

1. CONTRACTOR shall clear the site from all kind of spills (oil, brine etc), contaminated soil, and waste before leaving.
2. CONTRACTOR shall designate a team to the check the adjacent area of mine site up to 100 meters outside the mine portal in all direction and will remove all kind of waste for proper disposal if found.
3. Laws regarding environmental protection are somewhat restrictive; therefore COMPANY advises the CONTRACTOR to remain inside the working site. Nobody shall be allowed to place their equipment or to construct anything. Damages due to non-observance of the above will be borne entirely by the CONTRACTOR.
4. CONTRACTOR shall report any brine spillage to the COMPANY and carry out remediation/reclamation of the contaminated soil.
5. CONTRACTOR, in conducting the work, shall best endeavor to prevent or limit pollution within the levels permitted by applicable laws.
6. CONTRACTOR shall take necessary actions to protect and respect the environment over the mining Area. It shall indemnify COMPANY, its Co-Ventures and their Affiliates harmless from and against any loss or liability (including legal expenses) arising out of any claim or cause of action for damage to the environment.
7. There will be a HSE Monitor during the activity that will monitor compliance with the EMP developed.
8. CONTRACTOR shall follow the Environmental Management Plan in full spirit to avoid any damage to the environment.
9. CONTRACTOR shall be responsible for cleaning up and removing from the area all the waste material and equipment, such as plastic waste, electrical wire, scraps, wrecks and any pumps/ pipes as resulting from the conduct of the work.



10. Such clearing and clean up operations shall be conducted in accordance with the instructions of COMPANY or as dictated by Government. Until such removal, burial or destruction, as permitted by applicable laws, has been effected, CONTRACTOR shall take out the polluted or dangerous area with markers and undertake such other action to ensure safety as may be required by the competent authorities or by COMPANY.
11. Removal and adequate disposal/ recycling of waste will be carried out to meet the requirements of international standards. On site segregation of all wastes to be carried out. The waste will be managed through the COMPANY approved recyclable contractor.
12. The CONTRACTOR will be responsible for maintaining good housekeeping including the collection and storage of domestic and general waste, hazardous materials and all other effluents and emissions in accordance with the COMPANY and international standards requirements.
13. Nobody shall be allowed to cut any kind of vegetation, trees or plants.
14. The collection, removal, utilization directly or indirectly of local environmentally protected resources, including plants, animals etc. for consumption, profit (hunting) or any other purpose is totally prohibited. Use of local trees for fires is prohibited.
15. No material structures or other shall remain at work sites, unless specifically requested or agreed by COMPANY and it is the responsibility of CONTRACTOR to perform and record the clearance of all work sites.
16. Concrete line ponds for brine water.
17. Appropriate procedures and facilities to prevent spillage of chemical, fuels, brine and lubricants will be adopted. Any significant spillage, incident etc., will be recorded by the CONTRACTOR and will be reported to COMPANY.
18. Local customs, cultural and religious requirements must and will be respected.
19. All environmental incidents and accidents shall be reported as per Company procedure on Company format.
3. **Environmental Management Plan**
CONTRACTOR will follow an Environmental Management Plan (EMP) of the Company. This plan will be used by the CONTRACTOR throughout the project to manage the environmental matters.
4. **Documents / Information Requirements with the Bid**
All bidders should supply enough information to enable the company to objectively evaluate their ability and willingness to effectively manage environmental issues. The information will include but is not limited to
1. Commitment to comply with the requirement of EIA & NOC (if the operation is in environmentally sensitive area)
 2. Commitment to comply Environmental Guidelines
5. **Termination & Suspension**
Any infringements by CONTRACTOR or any subcontractor identified by Company of its HSE regulations and standards shall be investigated jointly by Company and CONTRACTOR and remedial action mutually agreed upon and implemented by the CONTRACTOR
- If CONTRACTOR does not implement remedial action within agreed terms, Company has the right to stop the Work forthwith.
6. **Alcohol & Narcotics**
CONTRACTOR shall ensure its personnel do not; "at any time, while at the residence or working at the mine site" possesses any contraband or alcoholic liquor, drug or other intoxicating substance other than for bona-fide medical reasons which shall be subject to confirmation by Company's doctor.
CONTRACTOR agrees that its personnel and the personnel of its other Contractors shall be subject to Company's policy regarding prohibition of alcoholic beverages, illegal drugs, narcotics or other substances and contraband.
7. **Weapons, Arms & Ammunition**
All firearms, ammunition, knives or any other type of weapon is completely prohibited from all PMDC Premises. This also applies to CONTRACTOR premises, when they are on Company's Concession Area or have been developed for working under PMDC contracts.
8. **Pets**



CONTRACTOR and subcontractor personnel are not allowed to keep pets or other animals in their work sites.

9. Documents / Information Requirements with the Bid

1. All bidders should commit that they will comply with HSE and Industrial hygiene provisions of Local, Provincial & National laws.
2. Abide company policy regarding Alcohol & Narcotics and Weapons, Arms & Ammunition.

4.

PERSONAL PROTECTIVE EQUIPMENT

The CONTRACTOR will be responsible for ensuring that all personnel at work site wear proper Personal Protective Equipment (PPE) relevant to their nature of job. This requires:

- Assessment of the type and quantity of PPE required
 - Issuance of required PPE to all staff
 - Storage of sufficient quantity of PPE at site to cover visitors and general usage
 - Continues on-site monitoring to ensure effectiveness of PPE program
- All persons engaged in mining operations where they are exposed to risk of injury or disease shall use suitable protective clothing and equipment. Such clothing and equipment shall include but not be limited to depending on nature of job and hazards to which one is exposed to:

- Coveralls
- Safety Hard Hats
- Safety boots
- Eye protection, welding shield, goggles
- Ear defenders
- Respirators
- Gloves

- Safety belts/ harness

CONTRACTOR shall ensure that all senior personnel and visitors to the workers shall wear such equipment in the appropriate circumstances, even if not actively engaged upon the work, as the example set by this is of paramount importance.

The minimum general PPE requirement for mining operations is as follows:

2. Safety Hard Hats

- Safety Hard Hats should conform to an internationally acceptable standard or code.

- All personnel shall wear safety Hard Hats

- Metal safety Hard Hats are not permitted (where there is a risk of electrocution).

- Hard Hats should be designed to accommodate earmuffs or face shields.

- Chin straps or other effective means of retention must be used on safety headgear when workers are climbing or working from a height exceeding 3 m (10 ft), or are exposed to high winds or other conditions that may cause loss of the Hard Hat.

- Damaged headgear or headgear with missing, mismatched, or modified components must be removed from service.

3. Safety Boots

- Safety boots should conform to an appropriate and internationally acceptable standard or code.

- Safety boots with a covered steel toe-cap/ Teflon shoes and non-skid soles shall be worn.

4. Eye Protection

- Appropriate eye protection which includes but not be limited to safety goggles, welding helmet or hand-held shield, face shield, welding goggles and safety glasses shall be worn in all working situations where hazard or potential hazard exists. In particular, such situations shall include but not be limited to:

- All grinding and cutting operations using fixed or portable abrasive wheels

- Welding and flame cutting.

- Operations where fumes, vapors, dust, etc or other particulate matter is hazardous to the eyes.

- Chipping, grinding, hammering, cutting, wire-line, changing tong dies, scrapping paint, using a drill machine, and for any other activity which may result in a foreign body in the eye.

6. Respirators



Respirators must be worn when personnel are working in an atmosphere contaminated with harmful airborne contaminants. They must be of an approved type as follows:

1. Dust filters masks. Used to protect from nuisance dusts, which are irritants but not harmful.
2. Chemical cartridge respirators used to protect from dust, fumes and nuisance vapors. They should not be used with toxic gases of vapors.

7. **Gloves**

1. Appropriate gloves shall be used to guard from cuts and abrasions, extremes of temperature, skin irritation and dermatitis and contact with corrosive materials. Gloves shall be worn to provide hand protection appropriate to the hazard or potential hazard.
2. Rubber or plastic gloves shall be worn when handling, caustic chemicals or other skin irritants.
3. Gloves shall be changed if contamination of the inner surface is suspected.

8. **Safety Lines, Harness & Belts**

A safety line and four-point safety harness shall be worn in the following circumstances:

1. Where there is a risk of falling, harness must be used in conjunction with an inertia reel safety line.

All safety belts, lifelines and inertia reels must be inspected by a qualified person and have a test certificate from the manufacturer and maintained appropriately and should be thoroughly examined before use for signs of wear or damage.

10. **Documents / Information Requirements with the Bid**

All bidders should supply enough information to enable the company to objectively evaluate their ability to provide and manage appropriate type and number of PPE that will be needed for this project. The information will include but is not limited to

1. List of PPE's with types to be used by CONTRACTOR for this project.

11. **Documents / Information Requirements on Contract Award**

1. CONTRACTOR's resources and methodology that it plans to use for managing PPE.

5. **OCCUPATIONAL HEALTH REQUIREMENTS**

In PMDC Lease areas weather changes rapidly and several species of dangerous reptiles and insects are found in that area. PMDC has been operating in such areas for several years and has developed the following minimum Health Management standards for its CONTRACTORS. These standards are a guideline and are to be used by the CONTRACTOR to develop its own project specific plan and procedures:

1. **Minimum Health & Hygiene Standards**

1. CONTRACTOR shall ensure that all its employees and its subcontractor's employees engaged in providing service to the company are medically fit and healthy.
2. CONTRACTOR shall ensure that its personnel and subcontractor's personnel shall maintain high standards of hygiene during the execution of the Contract.
3. CONTRACTOR and its subcontractor should be able to demonstrate valid vaccination/immunization records against contagious and epidemic diseases for itself and/or its employees.
4. Contractor personnel over 55 years of age must receive approval from COMPANY approved hospital before proceeding to start work at site.
5. CONTRACTOR shall at no cost to COMPANY be responsible for the medical welfare of its own and its subcontractor's employees
6. CONTRACTOR shall take care of arrangements for medical attendance, treatment or hospitalization if and when necessary
7. CONTRACTOR will pay special attention to the hygiene and health of its food handlers. Routine inspection will be carried out by Doctor, CONTRACTOR HSE personnel and Company HSE Monitor.
8. CONTRACTOR shall remove any area of concern highlighted during inspections.
9. CONTRACTOR will demonstrate that it understands the problems associated with working in the extremely weather conditions and that it has adequate resources, plans and procedures in place to mitigate those affects

2. **First Aid & Medical Facilities**

CONTRACTOR will provide equipped First Aid Centre at the mine site with the following features/ facilities:



1. Complete first Aid Boxes with adequate number.
2. Adequate stretchers
3. Trained first aider having knowledge of CPR manually or by AED.
4. Bp apparatus
5. Temperature Gun.
4. **Snake/ Scorpion Bite Management**
In the recent past snake/ scorpion bite incidents have increased in the mining industry. Contractors are advised to be careful about this hazard and in light of Document on Snake/ scorpion bite Management develop an action plan to handle such hazard.
5. **Work Practices and Administrative Control**
CONTRACTOR shall develop and Heat Management Program.
The following practices and controls can be used to minimize the affect of high temperatures on human body:
 1. Provide cool (shaded) areas for rest and recovery.
 2. Ensure adequate supply of cool water at the work place
 3. Ensure that employees take fluids at least every hour.
 4. If workers' diet is insufficient in salt or an individual is susceptible to heat strain, the Water can be salted. People on salt restricted diet (e.g. high blood pressure) should consult the doctor before taking additional salt.
 5. Any person, who suspects that he may be suffering from heat stress or has been exposed to the sun for an excessive period, should report to the Field medical staff immediately.
6. **Documents / Information Requirements with the Bid**
All bidders should supply enough information to enable the company to objectively evaluate their ability to adhere to the above minimum health standards. The information will include but is not limited to:
 1. List of medical personnel already in employment with the CONTRACTOR, Including their qualifications.
 2. List of medical equipment, facilities, etc. already available with the CONTRACTORS.
7. **Documents / Information Requirements on Contract Award**
CONTRACTOR will be expected to convert the above Plans into specific procedures in consultation with the Company.
8. **Electrical System**
The mine site will need electricity for lighting, dewatering pumps, air compressor etc. The following minimum standards will apply to all electrical systems operated by the CONTRACTOR during the execution of the Contract.
 1. All generators should be placed on a wooden pad with proper bunding arrangements.
 2. A standby generator for meeting at minimum requirements should be available.
 3. All generators should be properly earthed as per internationally acceptable procedures.
 4. A qualified and competent person should maintain and operate Generators.
 5. Generator area should be out of bounds, for all personnel, except for the operator.
 6. All electrical wires should be in PVC conduits when they are exposed to high physical wear or high ambient temperatures.
 7. Splicing is not allowed in the mine/ residence electrical wiring; connections must be through a junction box.
 8. All of the electrical wiring shall be distributed in a safe manner i.e. properly hanged through cable trays.
 9. Hanging of energized wires shall be avoided, if necessary hanged through cable trays.
 10. All of the cables should be properly coated to avoid any leakage.
 11. No electric wires shall be spread on the surface in open, which can become a tripping hazard.
 12. All Junction Boxes should be weather resistant and possess proper sealing arrangements.
 13. The neutral in the camp electrical distribution will be connected to earth at source.
 14. A separate earth wire will be used to earth all metallic enclosures.
 15. Wiring in wet areas (shower and washrooms) shall comply with standards for such areas



16. A clearly identified and accessible means of isolation shall be provided for each working area.
17. All generators, Distribution Boxes, main switches and distribution network will have to be certified by third party (at CONTRACTOR's own cost) as certified fit for purpose and conforming acceptable international standards before mobilization.

9. **Fire Fighting & Emergency Equipment**

CONTRACTOR shall provide adequate first aid equipment, fire extinguishers and other safety equipment to handle emergencies. These items should conform to the following minimum company standards:

1. All items should conform to ISO, NFPA or equivalent standards
2. The equipment is to be maintained in a professional manner as dictated by legal and industry standards.
3. An up-to-date record of manufacture, testing and maintenance of all equipment is to be maintained.
4. Locations of such equipment must be clearly marked and they should be readily accessible to all persons.
5. Color codes should be used to identify different types of fire extinguishers.
6. All persons shall have the basic knowledge of how to operate the equipment, and the procedures to be followed in the event of fire.
7. Muster points/ Safe Briefing Areas should be designated.
8. Manual or electrical with backup battery operated Emergency Alarm should be installed both at mine and camp sites.
9. Appropriate and adequate number of fire extinguishers shall be provided to all the facilities and activities.
10. Contractor will submit monthly inspection report as per Company's prescribed inspection checklist.

10. **Vehicle Maintenance Area**

1. If the vehicles are to be repaired, they shall be carried out at a designated area.
2. This area should be cemented and banded.
3. Provide drip trays in case the nature of job is for a very limited time frame.
4. No open oil drainage should be done outside the vehicle maintenance area.
5. Used oil should be collected in drums and disposed off through approved vendors to fulfill international standards requirements.
6. Used oil filters and other maintenance waste shall be segregated and disposed through approved vendors to fulfill international standards requirements.
7. Maintain company's vehicle inspection checklist on regular basis.

11. **Septic Tank**

1. Accommodations should be planned in a manner that they are at least at a distance of 20 meters from the septic tanks and soak pits.
2. Septic tank and soak-away pit should be covered and provided with proper vents.

12. **Waste Disposal**

1. Adequate number of waste bins to be provided. Domestic effluent to be disposed off properly.
2. Waste to be segregated properly in respective drums i.e. glass, wood, metal, plastic, combustibles etc. and send to Company approved waste contractor for proper disposal & recycling.
3. Waste shall be segregated before sending it to the approved recyclable waste contractor.
4. Waste oil should be collected in a special sealed containers (waste oil skids) to avoid any spill before sending it to the approved recyclable waste contractor.

13. **Food Waste**

- Food waste to be segregated into solid waste and leftover food.
- Plastic packaging and polythene bags shall be segregated from the waste.
- Food waste should be stored in Company approved waste contractor container for proper disposal.

14. **Documents / Information Requirements with the Bid**

All bidders should supply enough information to enable the company to objectively evaluate their ability to adhere to the above minimum standards. The information will include but is not limited to



1. List of personnel and subcontractors to be used for site setup and management.
2. List of equipment, generators, pumps, facilities, etc. already available with the Contractors.
3. CONTRACTOR should submit written commitment that they will certify generators, distribution boxes, main switches and distribution network by third party.

a. Driver Standard

All drivers shall be in possession of valid driving licenses for the appropriate category of vehicle. No unauthorized usage of transport shall be tolerated. CONTRACTOR will ensure that all of its and its subcontractor's drivers and heavy equipment operators undergo a formal course on Defensive Driving by a Third Party for Certification of drivers' competency prior to mobilization at its own cost.

Speed Limits

1. Speed limits set for premises and road systems should be seen to be enforced by line management.
2. Speed limits where defined shall be prominently displayed in all vehicles.
3. Speed limiting rules for vehicles on public roads should be set with caution. Enforcing compliance with a limit, which is significantly lower than the limits set by traffic authorities or lower than local norms may increase vehicle hazards due to overtaking.

Documents / Information Requirements with the Bid

All bidders should supply enough information to enable the company to objectively evaluate their ability to manage its vehicle and earth moving equipment to be used for mining operations. The information will include but is not limited to

1. List of vehicles to be used in mining operations along with their current location.
2. CONTRACTOR's vehicle maintenance policy and records if any.
3. CONTRACTOR needs to submit letter of intent that they will arrange an inspection and fitness certificate for their vehicles prior to mobilization at their own cost from third party.
4. CONTRACTOR should commit that all its drivers and heavy equipment operators will be certified by a third party

6. EQUIPMENT AND TOOLS

CONTRACTOR will obtain at its own cost "Certificate for Clearance to operate equipment which will be used during mining" at PMDC Work site following an inspection from third party.

These equipment include loader, Forklift, haulages & other hoisting machines/equipment, dewatering pumps, drilling machines which will be used by CONTRACTOR or its subcontractors during the mining operation.

CONTRACTOR should develop a schedule for maintenance of these equipment and implement it.

1. Earth-Moving Equipment

The following minimum standards will apply to all earth moving equipment to be used by the CONTRACTOR during the contract. Seat belts shall be provided on all equipment. Seat belts need not be provided for equipment, which is designed only for stand up operation.

Roll Over protective structure (ROPS) Seat belts need not be provided for equipment, which does not have roll over protective structure (ROPS) or adequate canopy protection.

Brakes All earth moving equipment shall have a service braking system capable of stopping and holding the equipment fully loaded.

Horn All bi-directional machines, such as front-end loaders, and similar equipment, shall be equipped with a horn, distinguishable from the surrounding noise level, which shall be operated as needed when the machine is moving in either direction. The horn shall be maintained in an operative condition.

Reverse Alarm. No contractor shall permit earth moving equipment which has an obstructed view to the rear to be used in reverse gear unless the equipment has in operation a reverse signal alarm distinguishable from the surrounding noise level or an employee signals that it is safe to do so. Also rear view panoramic type mirrors is a requirement.



Scissors points. Scissors points on all front-end loaders, which constitute a hazard to the operator during normal operation, shall be guarded.

Rated capacity: Lift trucks, tractor/ trolleys, etc., shall have the rated capacity clearly posted on the vehicle so that it is clearly visible to the operator.

Driving / Operator License: All drivers and operators of the heavy equipment must have valid license, as per the state requirement. Company representative shall hold the authority to reject the operator / driver of any equipment / vehicle who does not possess valid legal authority.

Unauthorized personnel & helpers shall not be permitted to ride on rear trolley of tractor. A safe place to ride shall be provided where riding of trolleys is authorized.

Guarding one or more methods of machine guarding shall be provided to protect the operator and other employees in the machine area from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks. Examples of guarding methods are-barrier guards, two-hand tripping devices, electronic safety devices, etc. Guards shall be affixed to the machine where possible and secured elsewhere if for any reason attachment to the machine is not possible. The guard shall be such that it does not offer an accident hazard in itself.

Refueling: While refueling, all equipment shall be switched off.

Preventive Maintenance Program: For the prolong contracts, where a particular equipment is in the operation for a period of more than one week, the owner of vehicle shall be asked to provide a written Preventive Maintenance Program.

General condition: The general condition of all equipment shall be visibly good. Equipment with leaking oil, ruptured boots, worn tyres and seals are not considered fit-for-purpose. The worn up body, fenders, parts, horn are considered flaws which must be repaired and maintained before using at Company sites

Drip trays: No maintenance shall be carried out without drip trays on the ground to collect any drips or small spillages

2. Load Lifting Equipment

1. Load lifting equipment along with slings, all kind of ropes and shackles and hooks for material handling shall be certified by a recognized third party (at CONTRACTOR's own cost) for its safe use.

2. Load lifting Study should be conducted for each & every heavy loads (as advise by PMDC)

3. The CONTRACTOR shall make and maintain a record of these inspections, and shall make such record available for examination.

4. Defective loading equipment shall be removed from service.

Following aspects to be considered for different all load-lifting equipment:

5. High Pressure Equipment

1. All safety valves, pumps, piping and hose shall comply with accepted standards.

2. Fitting and pipe, capable of withstanding the operating pressure, shall be used and properly installed.

3. All high pressure pumping devices shall be equipped with a pressure relief device.

4. There shall be no valve in the discharge opening of a safety relief valve nor in the discharge pipe connected to it.

5. The piping connected to the pressure side and discharge side of a safety relief valve shall not be smaller than the normal pipe size opening of the relief valve.

6. The piping on the discharge side of a safety relief valve shall be securely tied down.

7. Check valves should be installed as close to the well as possible during high pressure pumping operations.

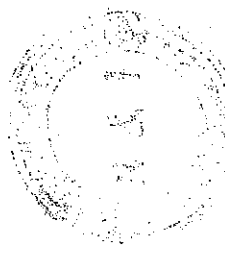
8. High pressure equipment shall be pressure tested to at least operating pressure prior to commencing the job.

9. No pumps, piping, valves, or hoses shall be operated in excess of their specified working pressures.

10. All flexible or temporary high pressure lines should be adequately secured with chains to fixed points on the mine floor.

11. Personnel should not stand near discharge lines under pressure.

12. All pressure should be vented from any lines before disconnecting.



13. The mine floor shall be cleared of personnel during pressure testing operations.

6. Explosives and Chemicals

1. CONTRACTOR will be responsible to monitor all necessary precaution measure during its operations to carry out any blasting by the third party. The blasting contractor shall provide the procedures for transportation, storage and safe usage of explosives for review and approved both by the mining CONTRACTOR and the Company prior to start any activity. All mandatory signs and precautions shall be installed near the vicinity. Blasting activity shall be carried out under the supervision of competent, experienced and certified personal.

7. Waste Management

1. All kind of waste generated shall be managed through Integrated Waste Management Contractor located at mining site and it shall be sent to the COMPANY's approved recyclable waste contractor.
2. Waste generated during mining is mainly classified in two types:
 - Mining waste
 - Domestic waste
1. **Mining**

waste Treated

Waste Water

- The brine water shall be stored in the designated lined pit.
- No treated brine water shall be sprinkled unless it meets NEQS (National Environmental quality Standards).

3. Used oil

- All used oil shall be stored in sealed containers. This used oil shall eventually be sent to the COMPANY's approved recyclable waste contractor.

4. Scrap metal

- All scrap metal generated at the mine site shall be stored in the containers located at the mine site, and shall be sent to the COMPANY's approved recyclable waste contractor.

2. Domestic waste

3. 7.15.25.2.1 Food Waste

- Bio-degradable food waste shall be stored in separate compartment of container provided by waste contractor mining site and shall be sent to the COMPANY'S approved landfill site.

8. Permit to Work

1. A COMPANY approved CONTRACTOR's Permit to work (PTW) system shall be implemented.

2. Permit to work shall be required for but is not be limited to

- Hot jobs
- Cold jobs
- Underground mine development entries
- Working at heights
- Heavy lifts operation
- Electrical jobs
- 3. All PTW forms shall follow a formal numbering/ registration system.
- 4. All PTW form section shall be properly filled in.
- 5. All PTW forms shall be formally closed on time.
- 6. All PTW forms shall be formally cross referenced if extended with a new PTW form.
- 7. All PTW form templates should be checked for properly spellings/wordage.
- 8. Requirements should be explicit for under what circumstances the Company Man must sign the PTW form (as the third signature on the form)

9. Gas Detectors



1. MSA four in one gas detectors shall be provided at different places of the mine site.
2. The detectors should be used for detecting H₂S, CH₄, O₂, CO.
3. While working in underground mine oxygen meter shall be provided that measure and test for sufficient oxygen level in the atmosphere.

10. Job Safety Analysis

1. CONTRACTOR will conduct Job Safety Analysis on Company's standard format (PMDC-12.00.FM.4.1) for all the activities..

11. Stop Card System

1. Stop Card system shall be in placed to record the unsafe condition, unsafe acts, near misses etc.
2. Training shall be provided to all of the employees to understand the system.
3. All stop cards received shall be discussed with the COMPANY HSE representative on daily basis.

12. Trainings

1. Whole staff of the CONTRACTOR along with subcontractor staff (transportation, catering and others) shall be trained in HSE awareness.
2. All of the personnel of the CONTRACTOR along with subcontractor staff (transportation, catering and others) shall be properly trained for their respective jobs.
3. In-house HSE job related trainings shall be provided to the workers/staff in coordination with COMPANY's HSE representative.

13. Documents / Information Requirements with the Bid

All bidders should supply enough information to enable the company to objectively evaluate their ability to adhere to the minimum standards. The information will include but is not limited to

7. HSE REPORTING

1. Incident/ Accident Reporting

1. CONTRACTOR will maintain accident/ incident reporting system following company's format (PMDC-12.00.FM.01, PMDC-12.00.FM.1.1) to address all types of accidents and incidents as classified in their procedure.
2. CONTRACTOR will be required to implement corrective measures that arise from the accident investigation.
3. CONTRACTOR shall report all accidents and incidents in their form or if such form is not present then follow PMDC Accident Incident Reporting System
4. CONTRACTOR shall follow all requirements of Company Procedure for accident / incident reporting.

2. Audits & Inspections

Company reserves the right to carry out HSE audits and inspections as necessary and CONTRACTOR will cooperate with any such requests. The following planned audits and inspections will be carried out as part of the contract:

1. Pre mobilization inspection of support equipment including all equipment and facilities related to the activities, camping, logistics and transportation.
2. Company Representatives will carry out occupational Health, Safety & Environment Management System Audit.
3. Company Representative will carry out site Clearance and restoration inspection after the conclusion of the mining operation.
4. CONTRACTOR will appoint an official to be present during such audit. Audit findings where relevant should be discussed with CONTRACTOR and subcontractors.
5. COMPANY will have the right to inspect/audit the operation any time (before/during/after).

3. HSE Reports

The CONTRACTOR shall submit following reports to the Company's Site HSE Representative on Company's prescribed format.

- i. Daily HSE Report
- ii. Weekly Emergency drills

4. Documents / Information Requirements with the Bid

The CONTRACTOR Corporate Statistical Injury Report, the report shall include:

- 1.



2. TRIR target for the current year

8. EMERGENCY RESPONSE AND MEDICAL EVACUATION

When all safeguards fail, only tried and tested contingency plans can make the difference between situation recovery and serious loss. The CONTRACTOR would be required to have emergency response plan, related organization and physical facilities in place at the work site to respond to any unforeseen emergency.

The following requirement addresses the need for the planning, organization, facilities and equipment required to deal with emergency situations.

1.

Emergency Response Plan

Bridging document for Project Emergency Response Procedure plan will be provided to interface CONTRACTOR emergency response plan and Project Emergency Response Plan to the CONTRACTOR for all likely situations and shall be based on assessed risks. Emergency response plan shall define roles and responsibilities of persons involved and shall address particular locations, sections and departments in detail. The plan will address:

1. Death, serious injury, sickness.
 2. Fire, explosion, major property damage.
 3. Oil spill/pollution
 4. Brine spill
 5. Security incidents such as kidnap and/or extortion if applicable
 6. Weather emergencies e.g. hurricanes, floods
 7. Breakdown of law and order
 8. Bomb threat
- The plan should adequately cover:
9. Protecting people
 10. Compliance with national/local regulations
 11. Limiting losses
 12. Limiting public exposure, legal liabilities, fines, etc.

The above plan will be prepared by PMDC HSE at the pre-mobilization stage with input from relevant functions and personnel. Copies of the plan will be formally sent to all parties for information and necessary actions.

The subject plan will be tested by conducting an Emergency Response exercise involving all parties immediately after the CONTRACTOR workers mobilization is completed.

2.

Emergency Control Organization

The human resources required to put the plans into effect must be trained in how to do that. Emergency response teams both at the work site and head office level should be designated with clearly defined roles and responsibilities. Emergency team(s) should be adequate in terms of size and qualifications to deal with probable emergency situations. The emergency control teams can include but not limited to:

1. Fire response team
2. First aid team
3. Brine Spill control team
4. Local management team (LMT)

3. Facilities & Equipment

Dedicated facilities and equipment are to be made available for management of emergencies. The minimum requirements are given below:

1. A dedicated emergency control center should be designated at work site.
2. Adequate protective and rescue equipment should be provided. Detection/alarm and fire extinguishing systems.
3. First aid facilities and equipment should be adequate and well maintained. A list of names of designated first aiders should be prominently displayed in the first aid room/location(s).
4. Adequate rescue control equipment and support services should be provided.

4.

Fire Precaution & Alarms

1. CONTRACTOR shall prominently publish in all relevant languages and at all areas of the working sites, the procedures to be carried out in the event of fire. This should include the sounding of an alarm, assembly points and calling the roll, and the importance of personnel keeping out of danger.



2. CONTRACTOR will establish a program for fortnightly one exercise of muster, Fire Fighting and general emergency response drills and progress of plan will be monitored by Company on a regular basis.
- 5. Medevac & Contingency Planning**
1. In the case of serious injury or illness of the CONTRACTOR personnel, CONTRACTOR will arrange Medevac by a fully equipped ambulance.
- 6. Communication System**
1. CONTRACTOR shall ensure that its workers / personnel have adequate means of communication to enable them to contact their Haulage room/ Radio Room and / or other agencies in the region for help in case of emergency situation, such as telephones, radios, etc.
- 7. Spill contingency plan**
1. In the case of any environmental incident like Oil/ Brine water or any damage to the flora and fauna. The CONTRACTOR shall report all of the incidents. In case of oil/ brine water CONTRACTOR shall have a spill contingency plan mentioning the organization and responsibilities of all the personnel involve both at site and head office.
- 8. Documents / Information Requirements with the Bid**
- All bidders should supply enough information to enable the company to objectively evaluate their ability to effectively manage emergency situations. The information will include but is not limited to:
1. CONTRACTOR's formal acceptance that they have read and understood the requirements for Emergency Response plan and Medevac and that they agree to abide by it. Any exceptions that the CONTRACTOR may suggest will also be accompanied with the bid.
2. CONTRACTOR's Oil/ brine water contingency plan
- 9. Documents / Information Requirements on Contract Award**
- CONTRACTOR will be expected to abide Emergency Response & Medevac Company's Procedures specific to the project and provide evidence that it is making arrangements to put its emergency response organization in place prior to mobilization and ensure that all necessary facilities and equipment to handle emergency are available at site prior starting the activity.
- 9. Right to Suspend Operations/Terminate Contract**
- Without relieving CONTRACTOR of its obligations and liabilities under this Contract, if COMPANY is dissatisfied due to gross negligence with the performance of CONTRACTOR, on account of incompetence of CONTRACTOR, general lack of understanding of HSE regulations by Contractor's personnel due to linguistic problems, slow progress in the performance of operations, or insufficient regard for safety precautions, as a result of causes reasonably within CONTRACTOR's control or on account of Negligent performance of CONTRACTOR, COMPANY shall give CONTRACTOR written notice in which COMPANY shall specify in detail the cause of its dissatisfaction. Should CONTRACTOR fail or refuse to remedy, the matters complained of within fifteen (15) days after the said written notice has been received by CONTRACTOR, COMPANY shall have the right either:
- a. To direct CONTRACTOR to suspend work and pay CONTRACTOR no rate whatsoever (Zero Rate) until ready to resume work to the full satisfaction of COMPANY; or
- b. To terminate the Contract immediately in accordance with termination clause of the company.

Contractor Signature with Name



Dy. General Manager (Procurement)
PMDC Head Office Islamabad
Phone: 051-9265128

