MASTER SERVICES PROCUREMENT AGREEMENT

THIS MASTER SERVICES PROCUREMENT AGREEMENT (the "Agreement") is made this June 24, 2024 (the "Effective Date") by and between **AVANGRID MANAGEMENT COMPANY, LLC**, a Delaware limited liability company, with offices located at One City Center, 5th Floor, Portland, Maine 04101 (hereinafter, "Customer") and

(hereinafter, "Supplier" or "Vendor" or "Contractor"). Customer and Supplier may be referred to individually as a "Party" and collectively as the "Parties."

WHEREAS, Customer is authorized to assist the utility operating company(ies) identified in *Schedule A*, attached hereto and made part hereof, in procuring certain services that they may require from time to time in the operations of their respective businesses, including the services described in *Schedule B*, attached hereto and made part hereof (the "Services"); and

WHEREAS, the Supplier states that it is an established and well-known provider of the Services possessing the skills, qualifications, and experience necessary to perform and manage such Services in an efficient, cost-effective, and controlled manner, with a high degree of quality and responsiveness, and that it has successfully performed similar services for other customers and is willing to provide the Services to the utility operating company Affiliates of Customer in accordance with the terms and conditions of this Agreement; and

WHEREAS, in reliance upon such statements and following its review of Supplier's proposal and negotiation of business terms, Customer has selected the Supplier as a vendor-of-choice for the Services, which shall be procured and awarded in accordance with this Agreement.

NOW THEREFORE, in consideration of the mutual covenants contained herein, and other good and valuable consideration, the Supplier and Customer hereby agree as follows:

1. **DEFINITIONS**

As used in this Agreement:

- (a) "Affiliate" shall mean, with respect to a Party, any other entity Controlling, Controlled by, or under common Control with such Party. The term "Control" and its derivatives shall mean with regard to any entity, the legal, beneficial, or equitable ownership, directly or indirectly, of fifty percent (50%) or more of the capital stock (or other ownership interest, if not a corporation) of such entity ordinarily having voting rights.
- (b) "Business Day" A calendar day other than Saturday, Sunday or a legal, public or bank holiday in the States of New York, Maine, Connecticut, Massachusetts, and Oregon.

- (c) "Company" shall mean the company(ies) specified in *Schedule A*, attached hereto and made part hereof.
- (d) "Company Department" shall mean the business unit in AVANGRID that coordinates and manages this Agreement.
- (e) "Contract Price" shall mean, in the aggregate, the total maximum dollar amount of all Services pursuant to this Agreement, including, without limitation, any amendment or other modification thereto.
- (f) "Day" shall mean a calendar day including Saturday, Sunday or a legal, public or bank holiday in the State of New York, Maine, Connecticut, Massachusetts, and Oregon.
- (g) The "Effective Date" shall mean the date specified in the recitals of this Agreement.
- (h) "Industry Standards" Any of the practices, methods, standards and acts engaged in, or approved by, a significant portion of the independent power industry for the engineering, procurement, construction and maintenance of a static synchronous compensator similar to the Project and located in the United States that, at a particular time, in the exercise of prudent and reasonable judgment by those experienced in the industry, in light of the facts known or that should reasonably have been known at the time a decision was made, could have been expected to accomplish the desired result consistent with good business practices, reliability, economy, health, safety and expedition. "Industry Standards" are not intended to be limited to the optimum practices, methods or acts to the exclusion of all others, but rather to be practices, methods and acts generally accepted in the United States, having due regard for, among other things, manufacturers' warranties, contractual obligations, the requirements or guidance of any Governmental Authority, Applicable Law, applicable NERC reliability requirements and the requirements of applicable insurance policies.
- (i) "Intellectual Property " In relation to any and all technology, software, firmware, know-how, processes, inventions, ideas, discoveries, techniques, algorithms, programs, discoveries, improvements, devices, products, concepts, designs, prototypes, samples, models, technical information, materials, drawings, specifications, mask works, topography and other works of authorship, any and all rights, priorities and privileges relating to intellectual property therein, whether arising under United States, multinational or foreign laws or otherwise, including but not limited to copyright applications and registrations, copyright licenses, patent applications and registrations, patent licenses, trademark applications and registrations, trademark licenses, trade secret rights and all rights to sue at law or in equity for any infringement or other impairment thereof, including the right to receive all proceeds and damages therefrom.
- (j) "Project" shall mean the Services to be rendered or as outlined in the Scope of Work
- (k) "Project Completion Date," means the date in which the Project is fully realized to the satisfaction of the Customer and applicable Company(ies).

- (l) "Purchase Order" shall mean a purchase order issued by Company or a Company(ies) in accordance with this Agreement.
- (m)"RFP" shall mean a request for proposal for all or a portion of the Services by Customer or the Company.
- (n) "Scope of Work shall mean the services described in *Schedule B*, attached hereto and made part hereof.
- (o) "Services" shall mean the services and/or related materials described in *Schedule B*, attached hereto and made part hereof.
- (p) "Small Business Concern" as defined by the Small Business Administration, shall mean a business that is independently owned and operated and which is not dominant in its field of operation. The law also states that in determining what constitutes as small business, the definition will vary from industry to industry to reflect differences accurately.
- (q) "Supplement" is a written Purchase Order Supplement, signed by the Customer and issued after the execution of this Agreement, authorizing an addition, deletion, or revision in the Services or an adjustment in the Contract Price or the Schedule.
- (r) "Term" shall mean the term of this Agreement, as extended or terminated early in accordance with this Agreement.
- (s) "Terms and Conditions" shall mean the terms and conditions governing the performance of the Services and related matters pursuant to a Purchase Order, as set forth in *Schedule C*, attached hereto and made part hereof.

2. PROCESS FOR AWARDING SERVICES

- **2.1** Customer agrees that, upon a request made to Customer by a Company for assistance in procuring Services, Customer shall, on its own or with the assistance of the Company(ies) requiring the Services, take either of the steps delineated in subsections (a) or (b) toward procuring Services from the Supplier:
- (a) <u>Issuance of Purchase Order</u>. Customer or the Company(ies) requesting the Services shall issue to the Supplier duplicate originals of a Purchase Order for the Services incorporating: (i) a scope of work consistent with the standards set forth in *Schedule B*, (ii) the Terms and Conditions set forth in *Schedule C*, and (iii) and the pricing terms set forth in *Schedule D*. Upon receipt of an authorized Purchase Order, Supplier shall commence performance of the Services in accordance with the terms therein.

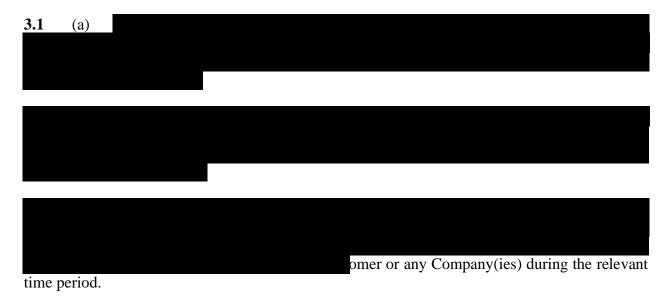
OR

- (b) <u>Issuance of an RFP</u>. (i) Customer or the Company(ies) requesting the Services shall issue an RFP to the Supplier. Within the time period specified in the RFP, Supplier shall issue a written proposal to Customer, or if so directed, to the Company specified in the RFP, setting forth: (1) a detailed description of the Services to be provided by the Supplier, consistent with the scope and other requirements specified in the RFP, and (2) Supplier's fees and charges for completing the Services, which will be incorporated as *Schedule D* of the Agreement and Supplier warrants will be calculated in accordance with the pricing terms set forth in *Schedule D*, attached hereto and made part hereof.
- (ii) Within the time period specified in the RFP, Customer and/or the Company(ies) shall review the Supplier's proposal. If Customer and the Company(ies) requiring the Services, in their sole and absolute discretion, determine that they wish to award a contract for Services and thereupon select the Supplier's proposal, Customer may elect to issue a Purchase Order and (in such instance) Customer shall forward duplicate original Purchase Orders for the Services (conforming with the requirements of Section 2.1(a), above, but also incorporating the Supplier's proposal in accordance with this Agreement) to the Supplier at the address specified in *Schedule F*, below. Upon receipt of an authorized Purchase Order, Supplier shall commence performance of the Services in accordance with the terms therein.
- 2.2 (a) Notwithstanding anything to the contrary in this Agreement or in any Purchase Order or RFP issued hereunder, Customer makes no representation or warranty that Customer or any Company(ies) will issue any Purchase Orders or RFPs, or any minimum dollar volume of Purchase Orders or RFPs, during the Term of this Agreement. Customer or the Company(ies) requesting Services may terminate a Purchase Order or RFP for such Services at any time upon written notice, without penalty or other obligation, prior to commencement of performance of the Services by Supplier in accordance with the terms herein.
- (b) Supplier acknowledges and agrees that the issuance of an RFP, Purchase Order, or other document pursuant to this Section 2 by Customer, or any Company(ies), shall not constitute an offer by Customer, or any Company, to purchase Services, and that an enforceable agreement for Services shall result only when Customer or any Company(ies) authorizes a Purchase Order for such Services, processed in accordance with this Article 2, and such Purchase Order is issued to Supplier by Customer, or a Company.
- (c) Supplier further acknowledges that each Purchase Order processed in accordance with this Article 2 and issued to Supplier by Customer, or a Company, constitutes a separate and distinct contract for the particular Services set forth in the Purchase Order and shall be governed by the following documentation:
 - (i) The Purchase Order (exclusive of its pre-printed terms and conditions);
 - (ii) Special Conditions attached hereto as *Schedule E*.
 - (iii) The Terms and Conditions attached hereto as *Schedule C*, as they may be amended or modified for the particular Purchase Order;

- (iv) The Insurance requirements attached hereto as Schedule G
- (v) The Scope of Services document attached hereto as Schedule B, as it may be amended, modified or supplemented for the particular Purchase Order; and
- (vi) This Agreement, including all Schedules other than those described in subsections (i), (ii), (iii), (iv), and (v) above.

In the event of any inconsistency among the aforementioned documentation, the order of precedence shall be as set forth in subsections (i), (ii), (iii), (iv), (v), and (vi) above.

3. PRICING; PAYMENT; DISCOUNTS AND REFUNDS



4. NO GUARANTY; HOLD HARMLESS

Supplier acknowledges and agrees that, notwithstanding anything to the contrary contained in this Agreement, any subsequently issued RFP, or in any Purchase Order between Supplier and any Company(ies), that with respect to any Purchase Order for Services issued by any Company(ies) pursuant to this Agreement:

- (a) All charges, fees, and expenses, as well as any credits, refunds, or rebates, resulting from Services rendered by Supplier pursuant to such Purchase Order shall be solely for the account of such Company(ies), and neither Customer nor any other Company(ies) shall be considered a guarantor or surety of any charges, fees, and expenses arising under such Purchase Order;
- (b) All communications, notices, invoices, and reports resulting from Services rendered by Supplier pursuant to such Purchase Order shall be directed to the representative(s) of the Company(ies) identified in such Purchase Order;

- (c) Supplier covenants not to sue Customer or any other Company(ies) except the Company issuing the Purchase Order, for any charges, fees, expenses, or claims arising from or attributable to Services rendered by Supplier pursuant to such Purchase Order; and
- (d) Pursuant to Article 19 of *Schedule C*, Supplier shall hold Customer and the other Company(ies) and their respective employees, agents, officers, shareholders, affiliates, managers, directors, members, partners, successors, and permitted assigns harmless from and against any and all damages or liabilities arising from or attributable to, directly, the performance, non-performance, or other acts of the Supplier and its employees, agents, or representatives pursuant to such Purchase Order.

5. TERM

- **5.1** This Agreement shall remain in effect until terminated according to Section 5.2(b) below.
- 5.2 (a) Customer may terminate this Agreement at any time and for any or no reason in accordance with the terms of Article 27 of *Schedule C* to this Agreement. Upon the effective date of termination specified in Customer's termination notice: (i) all RFPs, proposals, and Purchase Order for which Supplier has not begun to deliver the Services shall be deemed canceled, unless otherwise agreed in writing by the Company(ies) requesting or issuing such RFPs, proposals, and/or Purchase Orders, and (ii) this Agreement shall be terminated without liability or obligation to the Parties, except for any liabilities and obligations arising under any Purchase Orders issued by Customer or Company(ies) for which Supplier has already completed Services in accordance with the terms of this Agreement, plus any actual costs associated with the termination, including but not limited to, restocking fees charged by Supplier's vendor(s). Customer shall have no liability for any costs, expenses, or other fees incurred by Supplier in connection with any RFPs, proposals, or Purchase Orders that are in process but for which provision of Services has not been completed upon the effective date of termination of this Agreement by Customer.
- (b) Termination of this Agreement by Customer shall not effect, or result in, termination of any Purchase Orders issued by Customer or a Company and for which Supplier has begun to deliver Services prior to the effective date of termination set forth in Customer's termination notice; <u>provided</u>, <u>however</u>, that this subsection (b) shall not constitute a waiver or relinquishment of any right of termination of any Customer pursuant to the terms and conditions of such Purchase Orders.

6. GENERAL

6.1 <u>Notices.</u> All notices, requests, demands, and determinations under this Agreement shall be in writing and shall be deemed duly given: (i) when delivered by hand, (ii) one (1) day after being given to an express courier with a reliable system for tracking delivery designating overnight delivery, (iii) when sent by confirmed facsimile with a copy sent by another means specified in this Section 6.1, or (iv) six (6) days after the day of mailing, when mailed by United States mail, registered or certified mail, return receipt requested, postage prepaid, and addressed to Party at the address(es)

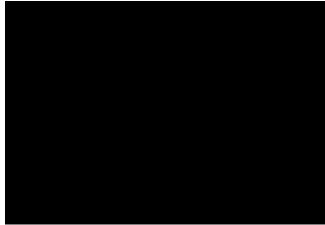
specified in *Schedule F* attached to this Agreement and made a part hereof. A Party may from time to time change its address or designee for notification purposes by giving the other prior written notice of the new address or designee and the date upon which it will become effective.

- **6.2** Governing Law. This Agreement and performance under it, and all actions, causes of action, or claims of any kind (whether at law, in equity, in contract, in tort, or otherwise), shall be governed by and construed in accordance with the laws of State of New York, including without limitation New York laws relating to applicable statute of limitation and burdens of proof and available remedies.
- 6.3 <u>Binding Nature and Assignment</u>. This Agreement shall be binding on the Parties hereto and their respective successors and assigns. Neither Party may, or shall have the power to, assign this Agreement without the prior written consent of the other, and any such assignment or attempted assignment without such consent shall be null and void, except that Customer may assign this Agreement and its rights and obligations hereunder to an Affiliate without the approval of the Supplier, but on prior written notice.
- 6.4 Entire Agreement: Amendment. This Agreement, including any Schedules referred to herein and attached hereto, each of which is incorporated herein for all purposes, constitutes the entire agreement between the Parties with respect to the subject matter hereof and supersedes all prior agreements, whether written or oral, with respect to the subject matter contained in this Agreement. No change, waiver, or discharge hereof shall be valid unless in writing and signed by an authorized representative of the Party against which such change, waiver, or discharge is sought to be enforced.
- **6.5** <u>Counterparts.</u> This Agreement may be executed in several counterparts, all of which taken together shall constitute one single Agreement between the parties hereto.
- **6.6** <u>Headings</u>. The article and section headings and the table of contents used herein are for reference and convenience only and shall not enter into the interpretation hereof.
- **6.7** <u>Relationship of Parties.</u> Supplier is not an agent of Customer and has no authority to represent the Customer as to any matters, except as expressly authorized in this Agreement.

IN WITNESS WHEREOF, Customer and Supplier have each caused this Agreement to be signed and delivered by its duly authorized representative as of the date first given above.

[Signature page follows]





SCHEDULES:

Schedule A: Companies Schedule B: Services

Schedule C: Terms and Conditions

Schedule D: Pricing Terms Schedule E: Special Conditions

Schedule F: Notices

Schedule G: Insurance Requirements Schedule H: Data Security Rider

Schedule I: Background Check Requirements

Schedule J: Avangrid Networks Contractor Safety Guide

SCHEDULE A

Companies

Central Maine Power Company

Augusta General Office 83 Edison Drive, Augusta, Maine 04336

New York State Electric & Gas Corporation

180 South Clinton Avenue, 5th Floor Rochester, New York 14607

Rochester Gas and Electric Corporation

180 South Clinton Avenue, 5th Floor Rochester, New York 14607

Avangrid Renewables LLC.

1125 NW Couch St., Suite 700 Portland, OR 97209

The Berkshire Gas Company

115 Cheshire Road Pittsfield, MA 01201

Maine Natural Gas Corporation

4 Industrial Parkway Brunswick, ME 04011

UIL Holdings Corp.

180 Marsh Hill Rd, Orange, CT 06477

The United Illuminating Company Ops Center

100 Marsh Hill Rd, Orange, CT 06477

The Southern Connecticut Gas Company Locations:

SCG Ops Center

Southern Connecticut Gas 60 Marsh Hill Rd, Orange, CT 06477

SCG LNG

775 Oronoque Rd, Milford, CT 06461

Connecticut Natural Gas Corporation Locations:

CNG LNG

1376 Cromwell Ave, Rocky Hill, CT 06067

CNG Ops Center

East Hartford 76 Meadow Street, East Hartford, CT 06108

SCHEDULE B

Services, Warranty, Deliverables, and Vendor Requirements

"Services" hereunder explicitly excludes alarm monitoring, cloud-based services and fire alarm system related functions, with the exception of potential system connectivity to Customer's or a Company's existing fire alarm system. Any Purchase Order for those types of services will be provided under a separate agreement or an amendment to this Agreement to include the proper terms and conditions related to the specific service.

1. Limited Equipment Warranty.

- Where Customer or a Company purchases a system under this Agreement, unless Customer (a) or a Company has purchased a service plan that commences from the date of installation, Supplier warrants to Customer or a Company that the equipment provided will conform to its associated documentation under normal use and operating conditions for a period of One (1) Year from the date of Acceptance. Warranty repair is provided during the normal working hours, which are 8:00 am - 5:00 pm Monday through Friday, excluding holidays. If, during this warranty period, any of the equipment or parts are defective or malfunction, they will be repaired or replaced, at Supplier's sole option, free of charge. Warranty repair is provided during Supplier's Normal Working Hours. This warranty will not apply if the damage or malfunction occurs due to (i) adjustments, additions, alternations, abuse, misuse or tampering of the system by the Customer or a Company (ii) system operation or use contrary to the operating instructions; (iii) software used with an operating system other than that specified by Supplier or its original equipment manufacturer ("OEM"); (iv) performance issues relating to the use of Customer or a Company's data network(s); (v) power fluctuations; or (vi) any other cause not within the cause or control of Supplier. If inspection by Supplier fails to disclose any defect covered by this limited equipment warranty, the equipment will be repaired or replaced at Customer or a Company's expense and Supplier's regular service charges will apply.
- (b) **DISCLAIMER OF ALL OTHER EQUIPMENT WARRANTIES**. EXCEPT FOR THE FOREGOING LIMITED EQUIPMENT WARRANTY, SUPPLIER MAKES NO OTHER WARRANTIES ON THE EQUIPMENT AND HEREBY DISCLAIMS AND EXCLUDES ALL OTHER WARRANTIES ON THE EQUIPMENT, WHETHER STATUTORY, EXPRESS OR IMPLIED, WHETHER ARISING UNDER LAW OR EQUITY OR CUSTOM OR USAGE, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, NON-INFRINGEMENT, SATISFACTORY QUALITY, OR QUIET ENJOYMENT AND ANY WARRANTY THAT THE SYSTEM OR SERVICE SUPPLIED MAY NOT BE COMPROMISED, OR THAT THE SYSTEM OR SERVICE WILL IN ALL CASES PROVIDE THE PROTECTION FOR WHICH IT IS INTENDED. COMPANY MAKES NO WARRANTIES CONCERNING ANY EQUIPMENT OR DEVICES ATTACHED TO CLIENT'S SYSTEM UNLESS SUCH EQUIPMENT OR DEVICES WERE ORIGINALLY PURCHASED AND INSTALLED UNDER THIS AGREEMENT.

SCHEDULE C

Terms and Conditions

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<u>ARTICLE 1 – CONTRACT DOCUMENTATION AND DESCRIPTION OF SERVICES</u>

Pursuant to that certain Master Services Procurement Agreement (the "Agreement") between AVANGRID MANAGE (hereinafter, "Customer")), and hereinafter, "Supplier" or " "), the entity (Customer and/or Company(ies)) named in the given Purchase Order, engages the Supplier, and the Supplier hereby agrees to perform the Services.

The Services shall be as described in *Schedule B* of the Agreement; as such Schedule may be amended, modified or supplemented and attached hereto for the purposes of the Purchase Order.

The provision of the Services shall be governed by the order of precedence set forth in the Agreement, Section 2.2(c) of the Agreement.

All work shall be invoiced in accordance with the pricing schedule approved by Customer for the Services, "Pricing Schedule," included in *Schedule D*, attached hereto and made a part hereof (unless otherwise agreed to in writing by the Customer).

Supplier further agrees to do the following:

- A. Supplier, through its experience and the normal course of business, has included full provision for local wage rates, travel and subsistence rates, allowances and conditions, if any, as well as allowances for any other measures necessary to complete the work in a satisfactory manner in accordance with this Agreement.
- B. Supplier has read, understands and shall comply with *Schedule E*, hereby referred to as "Special Conditions", attached hereto and made a part hereof
- C. Upon execution (for purposes hereof execution means when Supplier has begun to provide Services pursuant to the Purchase Order) of a Purchase Order:
- 1) Supplier has examined all available records pertaining to the work.
- 2) Supplier further states that the Contract Price and detailed schedule for completion of the work are based on Supplier's known knowledge and judgment of the conditions and hazards involved, and not upon a representation of the Customer. The Customer assumes no responsibility for any understandings or representation made by any of their representatives during or prior to execution of this Agreement unless such understandings or representations are expressly stated in this Agreement and the Agreement expressly provides that the responsibility is assumed by the Customer.

ARTICLE 2 - CONTRACT PRICE

ARTICLE 3 - REIMBURSABLE ITEMS

The Supplier shall be reimbursed for the following items for Services performed under this Agreement:

A. Fees



B. Travel Expenses

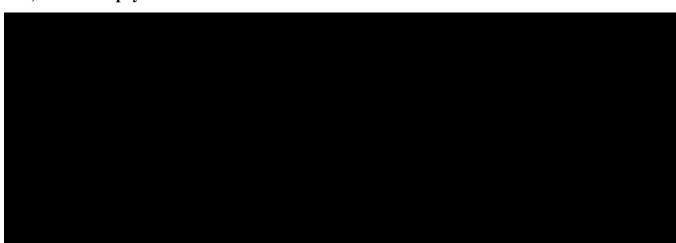


ARTICLE 4 - PAYMENTS





A) Method of payment



B) Communications

Any notifications, requests and other communications by Supplier related to the administrative management and payments under this Agreement shall be made in writing through the secure communication channel implemented for that purpose by Customer and/or Company. If such secure communication channel is not available, such notifications, requests and other such communications by Supplier must be either: (i) delivered personally; (ii) sent by fax or e-mail (with confirmation); or (iii) sent by mail (with proof of delivery) to the address listed as belonging to each party in the Agreement.

ARTICLE 5 – TAXES

The Contract Price does not include sales/use taxes. Supplier shall be responsible for payment of and assumes exclusive liability for any and all contributions or taxes imposed by or required under the laws of the State of New York or any other state or Federal law, or the Federal Social Security Act or any other act, now or hereafter in effect, upon or in respect to, wages, salaries, benefits or other compensation paid to employees engaged upon or in connection with the Services. Customer shall withhold from any payments due Supplier hereunder any amounts that it is required to withhold pursuant to any Federal or State tax laws.

ARTICLE 6 – CHANGES

No changes in the Scope of Services are authorized unless made by Customer and sustained by written Supplement. A Change is an addition, deletion, or revision in the Services or an adjustment in the Contract Price or the Schedule. Changes made by Supplier, unless authorized by an executed Supplement, shall be made at the sole risk of Supplier, there being no financial recourse against Customer. No changes in the Agreement will be made without a Supplement agreed by Customer and/or Company(ies). Unless otherwise agreed, all Supplements shall be governed by the conditions of this Agreement.

ARTICLE 7 - CLAIMS/DISPUTES

- **A.** Any claims by Supplier relating to this Agreement, must be submitted to the Customer in writing within fourteen (14) calendar days of initial occurrence of the basis for the claim. Failure to provide such notification shall be deemed waiver of such claim.
- **B.** The notice of claim shall include the particulars and shall specify the cause or other basis of the claim, and shall include substantiation of the amount and/or extension to which the Supplier considers itself to be entitled in connection with the Agreement.
- **C.** dispute or claims by the Supplier shall not affect the diligent prosecution by Supplier of the Services.
- **D.** The Parties agree to hold a meeting promptly to attempt in good faith to negotiate a resolution of the dispute, such meeting to be attended by representatives of the Parties with decision-making authority regarding the dispute. If, within twenty-one (21) days after such meeting, the Parties have not succeeded in negotiating a resolution of the dispute, either Party may refer the dispute to a court under Article 41 which is to be the sole legally binding forum available to the Parties for resolution of a dispute hereunder.

ARTICLE 8 – AUDIT

Supplier shall check all materials and labor entering into the Services and shall keep full and detailed accounts as may be necessary to provide proper financial management under this Agreement. At all reasonable times, the Customer shall have access to the Supplier's offices, work and records pertinent to all charges, for inspection, audit and review. Supplier shall permit such examination and make appropriate adjustments as may be required by the results of the audit. All results of these audits must be kept confidential between the Parties and their agents. This provision shall remain in effect for two (2) years following final payment under this Agreement. An such audit or review by Customer shall exclude the right to review, inspect or audit Supplier's proprietary information, including its underlying costs, markups and overhead rates.

ARTICLE 9 - RIGHTS, PRIVILEGES, REMEDIES; NON WAIVER

All rights, privileges and remedies afforded each of the parties hereto by this Agreement shall be deemed cumulative and the exercise of any one or more of such rights or remedies shall not be deemed a waiver of any other right, privilege or remedy provided for herein or available at law or in equity.

ARTICLE 10 - NON WAIVER OF RIGHTS

Any failure by the Customer to enforce or require the strict performance of the terms or conditions of this Agreement shall not constitute a waiver of such terms or conditions and shall not affect or impair such terms or conditions in any way.

ARTICLE 11 - SET-OFF

In the event Supplier owes money to the Customer or has defaulted under this Agreement, or Supplier has failed to pay any amount owed to the Customer whether pursuant to this Agreement, and/or a statutory or regulatory fine, the imposition of statutory or regulatory damages, or otherwise (collectively, the "Obligations"), the Customer may, at its option, setoff and/or net any or all such Obligations against any amounts owed by the Customer to the Supplier.

ARTICLE 12 - CONFLICTING DOCUMENTS

To the extent, if any, that the specifications, drawings or other documents that may be referenced herein conflict with the provisions of this Agreement, the order of precedence set forth in Section 2.2(c) of the Agreement shall govern such conflict.

ARTICLE 13 - INDEPENDENT SUPPLIER

Supplier is and shall always remain an independent contractor in its performance of this Agreement. With the exception of staff augmentation engineering services required by Customer, where Supplier's personnel work out of Customer's offices under Customer's direction, the provisions of this Agreement shall not be construed as authorizing or reserving to Customer any right to exercise any control or direction over the operations, activities, employees or agents of Supplier in connection with this Agreement. Neither Party to this Agreement shall have any authority to employ any person as agent or employee for or on behalf of the other party to this Agreement for any purpose, and neither Party to this Agreement, nor any person performing any duties or engaging in any work at the request of such Party, shall be deemed to be an employee or agent of the other Party to this Agreement.

Customer shall carry no worker's compensation insurance, health insurance or accident insurance to cover the Supplier, or any of its agents, employees or subcontractors. Customer shall not pay any contributions to Social Security, unemployment insurance, federal or state withholding taxes, or provide any other contributions or benefits which might be expected in an employer/employee relationship. The Supplier agrees to report and pay any contributions for taxes, unemployment insurance, Social Security and any other required payments himself or herself.

ARTICLE 14 – SUBCONTRACTS

If Supplier shall cause any part of the work to be performed by a sub-contractor, the provisions of this Agreement shall apply to such sub-contractor and its officers, agents or employees in all aspects as if they were employees of Supplier, and Supplier shall not thereby be discharged from any of its obligations and liability hereunder, but shall be liable hereunder for all acts and omissions of the sub-contractors. Nothing hereunder shall create any contractual relationship between Customer and any subcontractor or any sub-subcontractor.

The Supplier shall submit a list of those work items which it plans to subcontract and the names of Supplier's subcontractor proposed for the work together with all materials for an evaluation by Customer's Corporate Security Group. Supplier's subcontractor may not be changed except at the request of or with the written approval of the Customer, which shall not be unreasonably withheld. The Customer shall promptly notify the Supplier in writing if, after due investigation, Customer has reasonable objection to any subcontractor on such list and does not accept it.

Supplier shall assign to Customer any subcontractor warranties applicable to the Services that extend beyond the applicable warranty period upon the expiration or termination of such warranty period. Contractor shall assign any subcontractor warranties applicable to the Services to Customer if Supplier becomes insolvent or files for bankruptcy.

ARTICLE 15 - THIRD PARTY BENEFITS

Except as may be specifically provided for herein, no provision of this Agreement is intended or is to be construed to be for the benefit of any third party.

ARTICLE 16 – SAFETY

Customer may at any time suspend the work or any part thereof, immediately and verbally for reasons of safety. In the event of any work stoppage, Supplier shall properly protect such work as may be liable to sustain injury from any cause.

The Customer's Safety Rules and Regulations for Suppliers are attached hereto and made a part hereof, as *Appendix 1 to this Schedule C* and shall apply to all work performed under this Agreement.

ARTICLE 17 – ACCIDENT, SECURITY AND LOSS PREVENTION

For the protection of workers and the public, the Supplier will take all necessary and advisable precautions for the safety of all persons and property at, on, or near the work site and will erect and maintain all necessary and advisable safeguards as required by the conditions, prudent industry practice, and progress of the work. Supplier is responsible for the security and protection of its own equipment, supplies, and tools used in connection with the Services. Supplier must use due care to protect any of the Customer's or Company(ies)'s property in its possession or under its control at any time while performing the Services, which must not be less than the care exercised

by Supplier with its own property, and Supplier is responsible for any damage to such property resulting from its failure to use such care. For the avoidance of doubt, this Article shall be subject to the terms of the Data Security Rider, if applicable.

ARTICLE 18 – INSURANCE

Supplier shall maintain insurance in accordance with the requirements as set forth in *Schedule G*. Supplier must maintain applicable insurance for the full term of this Agreement. An insurance certificate must be mailed to Customer prior to starting Services.

ARTICLE 19 – INDEMNIFICATION

Supplier will indemnify, defend at its expense and hold harmless, to the fullest extent permissible by law, the Customer and its Affiliates, directors, officers, employees, shareholders, managers, members, partners, agents, successors, permitted assigns, and all affiliated and subsidiary companies, corporations, trusts, partnerships, joint ventures (including joint venture partners), associated companies, associations, subsidiaries of the foregoing and individuals which are now or may hereafter be owned, controlled, operated, or directed by or a subsidiary to Customer (the "Indemnitee"), from and against any and all claims, demands, suits, losses, costs, fees, damages or expenses it may suffer, or for which it may be held liable, whether including, without limitation, reasonable expenses and attorney's fees incurred in the connection therewith, by reason of:

- A. any patent, trademark, or copyright infringement claim, or any design, device, process or procedure used, installed or provided by the Supplier or its agents or subcontractors under this Agreement, except to the extent such infringement or misappropriation is based on Customer or Company(ies) modification or misuse of the equipment or services;
- B. any work-related accident or injury affecting an employee, agent or subcontractor of the Supplier, arising in connection with work performed under this Agreement;
- C. any claim by an agency or instrumentality of the federal, state or any local government, or by an employee, agent or subcontractor of the Supplier alleging that:
 - i. the Indemnitee is required to maintain worker's compensation or unemployment or any other type of insurance upon any employee, agent or subcontractor of the Supplier;
 - ii. the Indemnitee is liable for tax payments or withholding with respect to any employee, agent or subcontractor of the Supplier;
 - iii. any employee, agent or subcontractor of the Supplier is entitled to receive employee benefits from the Indemnitee, including, without limitation, vacation, deferred compensation, medical, pension, 401(k) or any other benefit available to the Indemnitee's employees; and
 - iv. the Indemnitee is liable to any party, for any reason, due to the negligent performance of Services or omissions by an employee, agent or subcontractor of the Supplier;

D. any property damage, accident or personal injury, (including death), due to the negligent, reckless or willful actions or omissions of the Supplier or its agents or subcontractors arising in connection with work performed under this Agreement.

Notwithstanding the foregoing, this indemnification shall not apply where claims, losses or damages are caused solely by factors other than those enumerated above, including fire, burglary, trespass or any other occurrence which the equipment being installed hereunder is designed to detect or avert, or any claims, losses or damages which are caused solely by the improper working or malfunctioning of the equipment and are which not due to any negligent actions or willful misconduct arising in connection with the installation of such equipment and/or other work performed by Supplier under this Agreement..

Individual employees, agents and subcontractors of the Supplier who are performing services for the Indemnitee under this Agreement shall be considered to be employees, agents or subcontractors of the Supplier for all purposes under this Agreement, notwithstanding any judicial or administrative determination that such employees, agents or subcontractors of the other party should be regarded as employees under applicable law. All actions of the employees, agents and subcontractors of the Supplier under this Agreement shall be deemed to be actions of the Supplier under these indemnities and this Agreement. In furtherance of the foregoing indemnification and not by way of limitation thereof, the Supplier hereby waives any defense or immunity it might otherwise have under applicable worker's compensation laws or any other statute or judicial decision (including, for work or Services to be conducted in Maine, without limitation, *Diamond International Corp. v Sullivan & Merritt, Inc.* 493 A2d. 1043 (Me 1985)) disallowing or limiting such indemnification, and the Supplier consents to a cause of action for indemnity.

<u>ARTICLE 20 – WARRANTY</u>

The Supplier warrants that the Services performed under this Agreement shall be performed in accordance with any Customer and applicable Company's technical documentation, standards, manuals and procedure or and other procedure specified in the RFP together with the specifications set forth in a Purchase Order or elsewhere herein, and otherwise in accordance with sound and generally accepted industry practice by those who render these types of services with that degree of skill and care as required by customarily accepted professional practices and procedures, at the time such services are performed. If the Supplier's Services are faulty, the Supplier shall for a period of one (1) year after completion of Services, without labor charge and adders or other fee to Customer, promptly re-perform such Services to the extent necessary to correct the fault therein, and shall furthermore be subject to any specific t warranty provisions found in Schedule B to this Agreement applicable to the Scope of Work described therein. This provision shall not be construed to affect or limit the liability of the Supplier to third parties, Supplier's obligation to Customer pursuant to the Indemnification clause contained herein or any other remedy which may be available to Customer under this Agreement. The warranty hereunder is transferable to any assignee of Customer's rights under this Agreement, including for any remaining warranty period should an assignment occur.

ARTICLE 21 - APPROVAL/ACCEPTANCE

All work under this Agreement shall be subject to the Customer's inspection and approval before payment. Acceptance of Services hereunder by Customer does not relive Supplier from any of its obligations under this Agreement or any scope of work, and does not constitute waiver of any of the rights and remedies of Customer hereunder.

Acceptance of Installed Systems. For an installed system, Customer shall have ten (10) days (unless a longer period of time is specified in the applicable Statement of Work) following the completion of installation of the system(s) and Supplier's determination that the system is in operable condition, capable of functioning according to the standards and specifications to accept the system (the "Acceptance Period"). If Customer accepts the system, Customer shall execute Supplier's Certificate of Completion or other user acceptance document (each a "COC"). If the system does not materially comply with the Statement of Work, Customer may deny Acceptance by providing a written notice specifying in detail the reasons the system fails to meet the relevant criteria ("Deficiency Notice"). Supplier will correct any material deficiencies and will retender the system to Customer for review and approval as soon as reasonably practicable. The foregoing described process shall repeat until Supplier corrects all material deficiencies and the system materially complies with the Statement of Work. If no Deficiency Notice is received by Supplier within the Acceptance Period, or if the system is utilized for purposes other than testing, regardless of whether Customer executes Supplier's COC, the system shall be deemed accepted by Customer. Supplier shall have no obligation to allow return or grant a refund for any part of a system that has been accepted by Customer.

<u>ARTICLE 22 - FORCE MAJEURE</u>

Subject to compliance with the terms of this Article 22, each Party shall be excused for its failure or delay in performing hereunder due to a Force Majeure Event. For purposes of this Agreement, "Force Majeure Event" means, with respect to a Party, any event or circumstance beyond the reasonable control of such Party, regardless of whether it was foreseeable, that was not caused by that Party or due to such Party's negligence and that prevents such Party from complying with any of its obligations under this Agreement, and that the Party claiming the occurrence of such event has furnished the other Party with prompt notice (as further set forth below) when it appears that such event will result in non-performance or shall threaten to impair such affected Party's performance. A Force Majeure Event will not include a strike, workforce unavailability, or other labor unrest that affect only the Party claiming force majeure, late delivery or breakage of equipment or materials (except to the extent due to a separate Force Majeure event otherwise excusable hereunder), lack of funds or change in economic circumstance, a failure of performance of any third party (except to the extent due to a separate Force Majeure event otherwise excusable hereunder), an increase in prices, a change in market demand a change in law, weather or climatic conditions within the range of severity as recorded by the National Oceanic and Atmospheric Administration over the past twenty-five (25) years in the vicinity of the Site, with the exception of severe conditions resulting in a declared state of emergency that includes widespread closure of principal roads and travel bans and/or delays with common carriers or actions of a Governmental

Authority with respect to the Supplier's compliance, or failure to comply, with Applicable Laws, Permits, or Governmental Authority-imposed measures. Force Majeure Events may include the following events provided they otherwise satisfy the requirements hereunder: (a) war, hostilities (whether war be declared or not), invasion, act of foreign enemies in each case within the country; (b) rebellion, terrorism, revolution, insurrection, military or usurped power, or civil war in each case within the country; (c) riot, commotion, disorder, strike or lockout in each case within the country, by persons other than the Supplier, the Supplier's Personnel, Subcontractors and other employees of the Supplier; (d) ionising radiation or contamination by radio-activity, except as may be attributable to the Supplier's use of such radiation or radio-activity; or, (e) natural catastrophes, such as earthquake, volcanic activity, hurricane or typhoon (but not any other weather, climate or metocean conditions within the range of severity described above.); or (f) significant supply chain issues and/or shortages; or (g) interruptions in internet, telephone, or other telecommunications services. During a Force Majeure Event, the affected Party shall use reasonable efforts to mitigate the impact of such Force Majeure Event and, upon the end of such Force Majeure Event, shall promptly notify the other Party and resume its performance under this Agreement. If a Force Majeure Event materially affects Supplier's schedule for performance hereunder, Supplier may request an equitable adjustment to the schedule for performance only and the Parties agree to memorialize such mutually agreed schedule changes in a change order. If the effects of a Force Majeure Event last longer than twelve (12) months, Customer may terminate the Agreement or Purchase Order, as the case may be.

Owner and Contractor expressly agree, notwithstanding any provision in this Agreement to the contrary, that: (i) a COVID-19 pandemic exists worldwide as of the execution date of this Agreement; (ii) the existence of such pandemic, and its effects, now, and for the duration of Contractor's performance under the Agreement, including, without limitation, effects upon pricing, schedule, quantities or specifications, if any, shall not be cause for Contractor to rely upon, invoke, or avail itself to, any rights or remedies under this Agreement, at law, or in equity, for a claim, or an adjustment to the price, schedule, quantities, specifications, or other material terms of this Agreement, including the rights and remedies set forth in the Force Majeure provision of this Agreement; (iii) the material terms of this Agreement, particularly terms relating to price, schedule, quantities, availability and specifications, take into consideration, and fully account for, the existence of such pandemic and its effects, now, and for the duration of Contractor/Supplier Entity's performance under the Agreement; and (iv) such pandemic shall not render Contractor unable to fulfill any of its obligations under the Agreement, and Contractor shall not have any claim, action or cause of action against Owner in connection with such pandemic, including any claim for frustration of purpose, change in circumstances, economic balance or impossibility. This provision shall survive the completion or earlier termination of this Agreement.

ARTICLE 23 - TITLE AND LIENS

Supplier represents and warrants that it has title to all equipment or material furnished hereunder free and clear of all liens and encumbrances. Complete legal and equitable title to each item of equipment or material covered by this Agreement shall pass to the Customer immediately upon delivery at job site. This provision shall apply irrespective of any terms of payment specified in

this Agreement. Passage of title pursuant to this provision shall not release or waive any continuing or subsequent responsibility of Supplier under this Agreement.

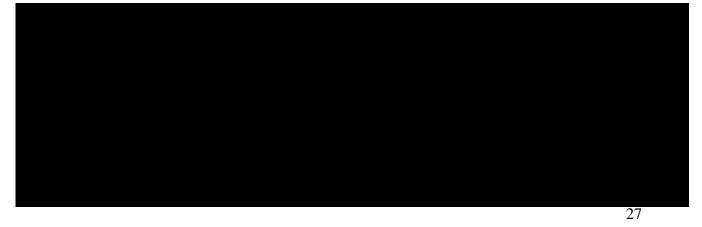
Except as provided by law, Supplier shall take all action reasonably necessary to discharge, remove, or satisfy any lien filed against any property of the Customer, or any portion thereof, arising from any work, labor, services, or materials claimed to have been performed or furnished for, or on behalf of, the Supplier or any person or entity by or through the Supplier. Supplier shall forthwith take such action necessary to discharge, remove, or satisfy any such lien filed against the property of the Customer, including but not limited to posting of a bond. If the Supplier shall fail to discharge, remove, or satisfy any such lien within ten (10) days after notice of the existence of such lien has been provided by the Customer, the Customer shall have the right, but not the obligation, to pay the amount of such lien, or discharge the same by deposit or bonding, and the amount so paid or deposited, or the premium paid for such bond, with interest at the maximum allowable by law, may be set-off against any payment due Supplier under this Agreement.

ARTICLE 24 - PROGRESS AND COMPLETION

It is expressly understood by the Supplier that TIME IS OF THE ESSENCE in the performance of this Agreement. The Supplier shall begin the work on the date of commencement set forth in the Agreement. The Supplier shall carry the work forward expeditiously with adequate forces and shall complete it by the time work is to be completed as stated in the Agreement.

If the Supplier is delayed at any time in the progress of the work, written notice thereof, including an explanation of the cause and the anticipated duration of the delay, shall be given promptly to the Customer by the Supplier, but in no event later than five (5) business days after such delay becomes apparent. Failure to give such notice promptly and within such time limit shall be deemed sufficient reason for denial by Customer of an extension of time for performance and may be deemed a default.

Failure of Supplier's subcontractor or materials and equipment suppliers to meet schedules, or other supply chain delays, which are out of Supplier's control, may be considered by Customer in granting Supplier an extension of time. However, Supplier acknowledges that it has sole responsibility for expediting the efforts of its subcontractors, suppliers, and others.



The Parties acknowledge and agree that because of the unique nature of the performance it is difficult or impossible to determine with precision the amount of damages that would or might be incurred by Customer as a result of Supplier's failure to meet the Guaranteed Delivery Dates under the applicable Agreement, Statement of Work, or applicable order. It is understood and agreed by the Parties that (i) Customer shall be disadvantaged by failure of Supplier to meet such obligations, (ii) it would be impracticable or extremely difficult to quantify the amount of Customer's damages resulting therefrom, and (iii) any Liquidated Damages payable under the applicable Agreement, Statement of Work, or applicable order are not a penalty, but instead represent a fair and reasonable estimate of damages for failure to meet Supplier's Guaranteed Delivery Dates.

In no event shall the payment of any Liquidated Damages excuse Supplier from performance of any of its other obligations under this Agreement or prejudice Customer's rights under the Agreement or Applicable Law.

ARTICLE 25 - EMERGENCIES

The Supplier shall perform any work and shall furnish and install any materials and equipment necessary during an emergency affecting the safety of persons and property. In all cases, Supplier shall notify the Customer of the emergency as soon as practicable, but shall not wait for instructions before proceeding to properly protect both life and property. Any additional compensation or extension of time claimed by the Supplier on account of emergency work shall be determined by mutual agreement of the parties.

ARTICLE 26 - WORK STOPPAGE

Supplier's personnel shall not honor any union picket lines or strikes nor take part in any work slowdown or stoppage nor refuse to report for work, unless such action is protected by any state or federal labor relations law. Notwithstanding the preceding sentence, it shall be the obligation of the Supplier to supply a qualified work force. Customer may terminate the applicable Purchase Order or particular scope of work if Supplier fails to provide a qualified work force within twenty-four (24) hours of Customer's notification to Supplier that a qualified work force has not been supplied.

ARTICLE 27 - TERMINATION

Customer may for any reason, with or without cause, on thirty (30) days prior written notice to Supplier terminate all or any part of the unperformed portion of this Agreement without liability to Customer except as stated in this Article. Termination of a scope of work or a Purchase Order under this Article 27 does not terminate this Agreement unless expressly stated in the notice of termination. In full discharge of any obligations to Supplier with respect to this Agreement and such termination, Customer shall pay Supplier, in accordance with the payment terms of the Agreement, only for Services satisfactorily performed prior to receipt by Supplier of notice of

termination plus any actual costs incurred as the result of such termination, including but not limited to restocking fees charged by Supplier's vendor(s); provided, however, that such payment shall not result in a total payment to the Supplier exceeding the maximum amount payable to the Supplier pursuant to this Agreement. Termination shall not relieve Supplier of any obligation which may arise out of Services performed prior to termination. In no event shall Customer be liable to Supplier for lost profit or overhead in respect of Services not performed prior to termination, unabsorbed overhead or anticipated profits on uncompleted portions of this Agreement.

In the event Supplier is in default of any of its obligations under this Agreement, Customer shall have the right, on ten (10) days written notice to Supplier, to terminate this Agreement for such default; provided, however, that Supplier shall have the right to cure by submitting a plan acceptable to the Customer to cure the default during the ten (10) day notice period in order to avoid termination and providing that such default is, in fact, cured within thirty (30) days after Supplier first received notice of the default from Customer or some other period of time acceptable to Customer. Without limiting the provisions of this Agreement, the following events shall also constitute a default by Supplier under this Agreement:

- (i) In the event that Supplier is declared to be bankrupt or insolvent, Supplier makes an assignment for the benefit of creditors, Supplier shall file a voluntary petition in bankruptcy or insolvency or an involuntary petition is filed against Supplier, or a receiver shall be appointed for Supplier and such appointment or bankruptcy or insolvency proceedings, petition, declaration or assignment is not set aside within thirty (30) days.
- (ii) There has been a material adverse change in the financial condition of Supplier that affects the ability of Supplier to perform.
- (iii) Supplier assigns or attempts to assign its rights or obligations under this Agreement or any part thereof to any third party without the prior written consent of the Customer or Company(ies).
- (iv) Supplier (i) fails or refuses to comply with any applicable laws or regulatory or permitting requirements, and (ii) either (A) within five business days after obtaining knowledge of such non-compliance does not commence steps to comply or is not in compliance with such requirements within a reasonable period of time thereafter, or (C) Company(ies) or the Customer faces any civil or criminal action or penalty as a result of such non-compliance by Supplier.

In the event of such termination, the preceding paragraph of this Article shall not apply and Customer shall have all rights and remedies provided by law or equity and under this Agreement. In the event that Supplier demonstrates that a cancellation for default is erroneous, the cancellation shall, at Customer's option, be withdrawn or be deemed to have been issued as a termination for convenience pursuant to the preceding paragraph and the rights and obligations of the parties hereto shall in such event be governed accordingly. The value of Services performed not in accordance with this Agreement shall be subject to audit, assessment and approval by Customer.

ARTICLE 28 – TERM AND SURVIVAL

This Agreement shall remain in effect unless otherwise terminated as provided herein, or upon receipt by Customer of Supplier's Release and Certificate Form and Final Payment is made as set forth in Article 30 below. Notwithstanding the foregoing, Articles 4 Payments, Article 5 Taxes, Article 7 Claims/Disputes, Article 8 Audit, Article 9 Rights, Privileges, Remedies, Article 10 Non Waiver of Rights, Article 13 Independent Suppliers, Article 14 Subcontractors, Article 16 Safety, Article 17 Accident, Security and Loss Prevention, Article 18 Insurance, Article 19 Indemnification, Article 22 Force Majeure, Article 23 Title and Liens, Article 31 Assignment, Article 36 Public Release of Information, Article 37 Limitation of Liability, Article 38 Confidentiality, Article 39 Equal Employment Opportunities Compliance, Article 41 Governing Laws, Article 47 Ethics, and all other terms which contain obligations or duties which by their nature are to be or may be performed beyond any termination hereof, shall survive the termination of this Agreement without regard to the reason for termination.

ARTICLE 29 - REMOVAL OF EQUIPMENT

In the case of termination of this Agreement for any reason whatsoever, the Supplier, if notified to do so by the Customer, shall promptly remove any part or all of Supplier's equipment and supplies from the property of the Customer, failing which the Customer shall have the right to remove such equipment and supplies at the expense of the Supplier.

ARTICLE 30 - FINAL PAYMENT

Final payment under this Agreement shall not be made until successful completion and acceptance of the work by the Customer and when requested by Customer, Supplier's delivery of a completed Release and Certificate Form, the form of which shall be provided to Supplier at the time of the request.

ARTICLE 31 - ASSIGNMENT

Supplier shall not assign all or any of its rights or obligations under this Agreement except with the prior written consent of Customer, which consent shall not be unreasonably withheld. Any assignment made without such consent shall be void ab initio.

ARTICLE 32 - SEVERABILITY

If any provision of this Agreement is unenforceable under any applicable law or is held invalid, such holding shall not affect any other provision hereof, and this Agreement shall be construed as if such unenforceable or invalid provision had never been contained herein.

ARTICLE 33 - NON WAIVER OF RIGHTS

Any failure by the Customer to enforce or require the strict performance of the terms or conditions of this Agreement shall not constitute a waiver of such terms or conditions and shall not affect or impair such terms or conditions in any way.

ARTICLE 34 - OWNERSHIP OF PLANS

All drawings, plans, specifications, reports, designs, design data, technical and scientific data, findings, recommendations and memoranda of every description whether furnished to or prepared by Supplier under this Agreement shall (i) remain the Intellectual Property of Customer or Company (as applicable); (ii) be delivered to Customer upon completion of the work or termination or cancellation of this Agreement if requested by Customer, (iii) be deemed to have been prepared by Supplier for Customer on a work-made-for-hire basis, and (iv) shall be the property of Customer and may be used by Customer for any purpose whatsoever without any claim on the part of Supplier for additional compensation. To the extent any of the foregoing are not deemed a work for hire by operation of law, Supplier hereby irrevocably assigns, transfers, and conveys to the Customer without further consideration all of its right, title, and interest in such drawings, plans, specifications, reports, designs, design data, technical and scientific data, findings, recommendations and memoranda of every description, including all rights of patent, copyright, trade secret or other proprietary rights in such materials.

Except as specifically authorized by this Agreement, or as otherwise authorized in writing by Customer, information and other data developed or acquired by or furnished to the Supplier in the performance of this Agreement shall be used only in connection with the work under this Agreement.

ARTICLE 35 - KEY PERSONNEL

Personnel assigned to perform work hereunder who are designated as "Key" Personnel in this Agreement specified on *Schedule E* of this Agreement shall devote their working time to the work as required by the Agreement Schedule of Activities and shall not be removed, without the prior written consent of Customer, until their assignments are completed. The Customer shall have the right to reject replacements for personnel.

<u>ARTICLE 36 - PUBLIC RELEASE OF INFORMATION</u>

Dates, photographs, sketches, advertising and other information relating to the work under this Agreement, which Supplier desires to release or publish, shall be submitted to the Customer for approval two (2) weeks prior to the desired release date. As a part of the approval request, Supplier shall identify the specific media to be used as well as other pertinent details of the proposed release. All releases must have the prior written approval of the Customer which approval may be withheld without reason or explanation to Supplier.

ARTICLE 37 - LIMITATION OF LIABILITY

To the fullest extent permitted by law, neither party shall be liable for any special, indirect, punitive, exemplary, incidental or consequential damages resulting in any way from the performance of the services hereunder, including lost profits or other business interruption damages, whether based in contract, warranty, tort, negligence, strict liability, or otherwise, and whether suffered by the other Party, under or in respect to this Agreement or for any failure or performance related to this Agreement howsoever caused: provided, however, nothing set forth herein shall limit Supplier's liability arising out of fraud, gross negligence, willful misconduct, breach of confidentiality or its third party indemnification obligations, or Supplier's liability arising out of regulatory action or regulatory claims brought against Customer or Company. Any damages expressly permitted under Article 24 re: liquidated damages and/or *Schedule E*, as applicable are not deemed to be consequential damages under this Article 37.

ARTICLE 38 – CONFIDENTIALITY

Supplier, and its employees and agents, shall treat any information, (including any technical information, experience or data) regarding Customer or Customer's plans, programs, plants, processes, costs, equipment, operations, of Customer (or of Customer's Affiliates), which may be disclosed to, or come within the knowledge of, Supplier its employees and agents in the performance of this Agreement, as confidential, and will not use or disclose this information to others, during the term of this Agreement, and for three (3) years thereafter, except as is necessary to perform the Services hereunder, without Customer's prior written consent. The provisions of this Article shall not apply to any information referred to in this Section which (i) has been published and has become part of the public knowledge through no effort by Supplier, its employees, or agents, (ii) has been furnished or made known to Supplier or Supplier's affiliates by third parties (other than those acting directly or indirectly for or on behalf of Customer) as a matter of legal right and without restriction on disclosure, (iii) was in Supplier's possession prior to disclosure by Customer and was not acquired by Supplier or Supplier's affiliates, its employees and agents directly or indirectly from Customer or, (iv) is required by law or by any other governmental regulatory authority to be disclosed.

Any information, which is supplied by the Supplier to Customer will be similarly restricted, including clauses (i) through (iv) in the paragraph above. Customer will not disclose such information to others or publish it in any form at any time; provided, however, that notwithstanding the foregoing, Customer may disclose any such information to its Affiliates, employees, and consultants, to any regulatory agencies or instrumentalities when such disclosure is necessary, or otherwise required by law.

Each Party agrees that they will cooperate with the other in an effort to minimize the amount of such information, which will be disclosed in any such case, and to make reasonable efforts to secure confidential treatment of such information.

In no event shall Customer's name and/or logo or the name and/or logo of its Affiliates be used, whether written or verbal, duplicated, reproduced by any means whatsoever without the prior written permission of the Customer.

All inquiries by any governmental, business, or other entity, including media, regarding any work performed or to be performed by Supplier for Customer shall be directed by Supplier to Customer for response.

ARTICLE 39 - EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE

To the extent, if any, that the provisions of the following executive order and statutes, as amended or supplemented, along with their implementing regulations, apply to the performance of the Services by Supplier, the Supplier will comply with the applicable executive order, statutes and regulations: Section 202 of Executive Order 11246 (41 CFR § § 60, et seq.); Section 402 of the Vietnam Era Veterans Readjustment Act (41 CFR § § 60-250.1, et seq.); Section 503 of the Rehabilitation Act of 1973 (41 CFR § § 741.1, et seq.); and New York Executive Law §§ (5 NYCRR § § 140.1, et seq.). These regulations may require the Supplier to develop an Affirmative Action Compliance Program and file a standard Form 100 Report (EEO-1), or other reports, as prescribed.

Without limiting the foregoing, the Supplier and each of its subcontractors (if any) shall abide by the requirements of 41 CFR 60-1.4(a), 60-300.5(a) and 60-741.5(a). These regulations prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, sex, sexual orientation, gender identity or national origin. Moreover, these regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability or veteran status.

ARTICLE 40 - SURETY BOND

The Company shall have the right, at all times, to require the Supplier to furnish a bond covering faithful performance of this Agreement and the payment of all obligations arising hereunder (i.e., Performance Bonds, Mechanics Liens), including any damages that may be payable under Article 27. The Company shall be entitled to approve the amount, form, premium cost, and surety Company issuing such surety bond.

ARTICLE 41 - GOVERNING LAWS

The Supplier will comply with all applicable federal, state and local laws, rules, ordinances and regulations of any governmental entity, board or agency having jurisdiction over the work or the

premises, including, without limitation, Federal, state, or local laws, rules and regulations and any applicable Executive Orders (state or Federal) in the performance of the Services. All questions concerning the interpretation, validity and enforceability of this Agreement and of its terms and conditions, as well as questions concerning the sufficiency or other aspects of performance under the terms or conditions of this Agreement, shall be governed by the law of the State of New York, without reference to its conflict of law provision and any action or proceeding brought in connection therewith, will be brought in the appropriate court located in the State of New York. The Parties hereby irrevocably consent to the jurisdiction of such court and hereby waive, to the fullest extent permitted by, any objection which they may now or hereafter have to the venue of any such dispute related to or arising out of this Agreement brought in such court or any defense of inconvenient forum for the maintenance of such dispute. Each Party agrees that a judgment in any such dispute may be enforced in other jurisdictions by suit on the judgment or in any other manner provided by law.

<u>Jury Trial Waiver</u>. Both Parties to this Agreement, knowingly, voluntarily and intentionally waive any right they may have to a trial by jury in respect to any litigation arising out of, under, in connection with, or relating to this Agreement.

ARTICLE 42 - PERFORMANCE MONITORING

Customer will evaluate Supplier's performance by utilizing Supplier Corrective Action Reports and Supplier Performance Evaluation Reports. The Supplier must provide upon request the OSHA incident rate and Experience Modification Rate for Customer's review. The Customer's Project Manager will evaluate the Supplier's performance upon the conclusion of every project by completing the specified report. The Customer will continuously monitor the Supplier's performance. Performance by a Supplier that is less than desirable may potentially eliminate this Supplier from bidding on future projects and/or lump sum projects.

ARTICLE 43 - INTENTIONALLY OMITTED.

ARTICLE 44 - NO DISPUTE

Supplier represents and warrants that it is not aware of any pending billing dispute or other contractual dispute (pursuant to current contracts or contracts no longer in effect) or any pending or threatened litigation between Supplier and/or any of Supplier's affiliates and Customer and/or and of Customer's Affiliates.

ARTICLE 46 - EMPLOYEE SOLICITATION

Each Party understands and acknowledges that the other Party (the "Other Party") has expended and continues to expend significant time and expense in recruiting and training its employees and that the loss of employees would cause significant and irreparable harm to the Other Party. To the maximum extent permitted under applicable laws, each Party agrees and covenants not to directly or indirectly solicit, hire, or recruit, or attempt to solicit, hire, or recruit any employee who has been employed by the Other Party or its Affiliates during the term of this Agreement, with whom each Party has had contact in connection with the negotiation, execution, or performance of this Agreement (collectively, "Covered Employee"), or induce the termination of employment of any Covered Employee for a period of one (1) year, beginning on the employee's last day of employment with the Other Party or one (1) year after the term of this Agreement, whichever is sooner in the applicable case, except with the prior written consent of the Other Party, and each Party shall not induce or attempt to induce, directly or through an agent or third party, any such Covered Employee to leave the employ of the Other Party or its Affiliates. As used herein, the term "Affiliate" shall mean any person or entity controlling, controlled by, or under common control with the Customer through majority stock or other ownership interest, direct or indirect. Notwithstanding the foregoing, nothing in this clause shall either (i) limit a Party from employing any person who contacts such Party on his or her own initiative and without any solicitation by each Party specifically directed to such employee, or (ii) directly or indirectly prohibit or restrict either Party rom soliciting or hiring another Party's current or future employees to the extent such prohibition or restriction is prohibited or impermissible under applicable laws.

ARTICLE 47 – ETHICS

Supplier shall comply with the Avangrid Suppliers' Code of Ethics ("Suppliers' Code of Ethics") in connection with its performance under this Agreement. The Suppliers' Code of Ethics can be found at the Avangrid website (www.Avangrid.com).

ARTICLE 48 – UTILIZATION OF SMALL BUSINESS CONCERNS

Supplier and subcontractors of all tiers must comply with section 52.219-8 of the Federal Acquisition Regulation. This policy requires that small business concerns, veteran-owned small business concerns, service-disabled veteran-owned small business concerns, HUBZone small business concerns, small disadvantaged business concerns, women-owned small business, Alaskan Native Corporation, and Indian tribe concerns shall have the maximum practicable opportunity to participate in the performance of Services.

ARTICLE 49 – SMALL BUSINESS SUBCONTRACTING PLAN

Some or all of the Goods and Services provided hereunder may be used in a contract with the Federal government and, therefore, may be subject to the requirements of FAR section 52.219-9. If applicable, each Supplier (except small business concerns) whose contract is expected to exceed \$650,000 (\$1,500,000 for construction) and has subcontracting possibilities is required to submit an acceptable subcontracting plan to the Customer. The plan shall include spending goals with businesses that are defined by the U.S. Small Business Administration as small, women-owned small, veteran-owned small, service-disabled veteran-owned small, HUBZone, small

disadvantaged (SDB), Alaskan Native Corporations, and Indian tribes. If the Supplier fails to submit a plan within the time limit prescribed by the Customer, Customer may terminate this Agreement.

The Supplier assures that the clause entitled "Small Business Subcontracting Plan" will be included in all subcontracts, that offer further subcontracting opportunities, and all subcontractors (except small business concerns) who receive subcontracts in excess of \$650,000 (\$1,500,000 for construction) will be required to adopt a plan similar to this plan.

ARTICLE 50 - GRATUITIES PROHIBITED

The Supplier shall not, under any circumstances, offer or extend any gratuity or special favor to any employee or agent of the Customer or its Affiliates or do anything which might reasonably be interpreted as an attempt to influence any employee or agent of the Customer in the conduct of their duties.

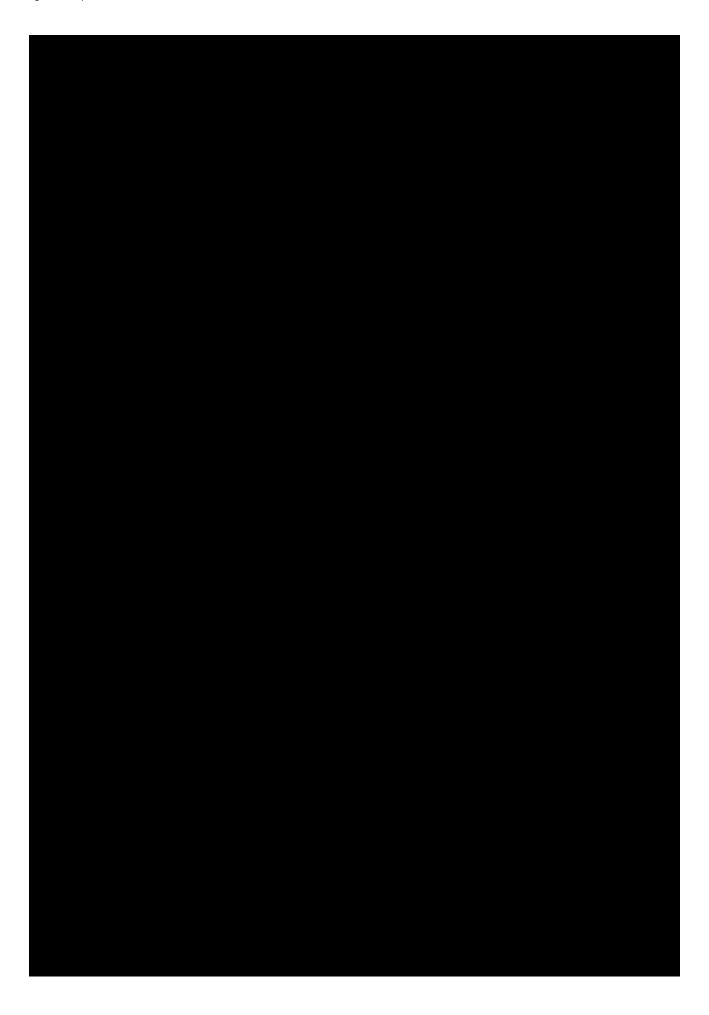
ARTICLE 51 – THIRD-PARTY SOFTWARE

Customer acknowledges and agrees that any third-party computer application, program, and/or documentation provided as part of the Services hereunder ("Third Party Software") is owned by the applicable third-party licensor, may be protected by applicable law, and is governed by the terms and conditions of any license included in or with such Third-Party Software (including but not limited to a click-wrap or shrink-wrap agreement) or as appears on a web site as of the Effective Date, in each case as provided to Customer in advance ("Third Party Software License"). If Customer does not agree to abide by such terms of any Third-Party Software License, then Customer should not install or use such Third-Party Software. Any termination of this Agreement will automatically terminate the Customer's right to use the Third-Party Software (unless otherwise set forth in any Third-Party Software License). For the avoidance of doubt, nothing in this Article 51 or in any Third-Party Software License shall limit Supplier's obligations hereunder, including without limitation under any warranty set forth in this Agreement.

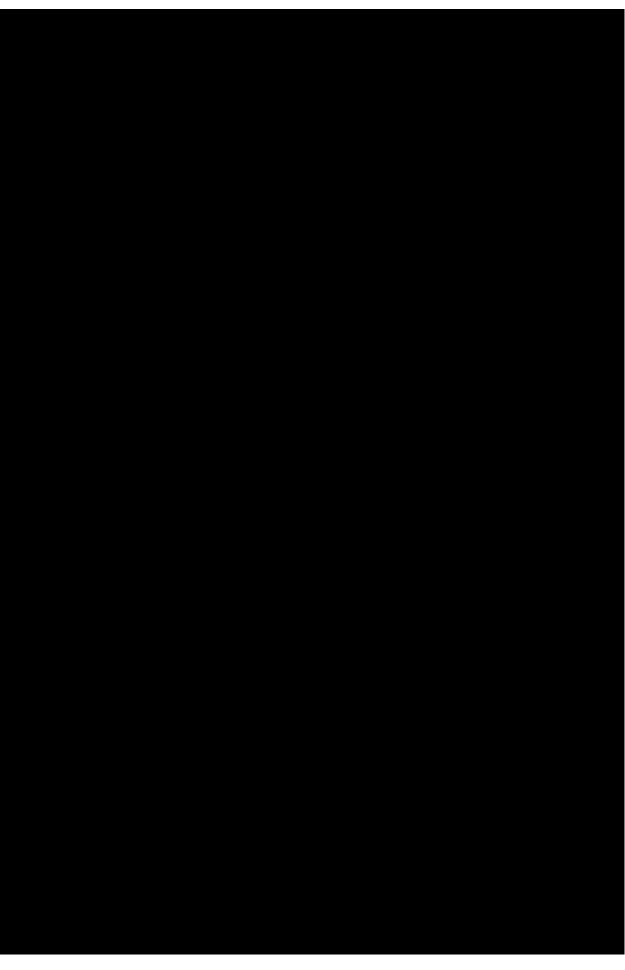
SCHEDULE D

Pricing Terms



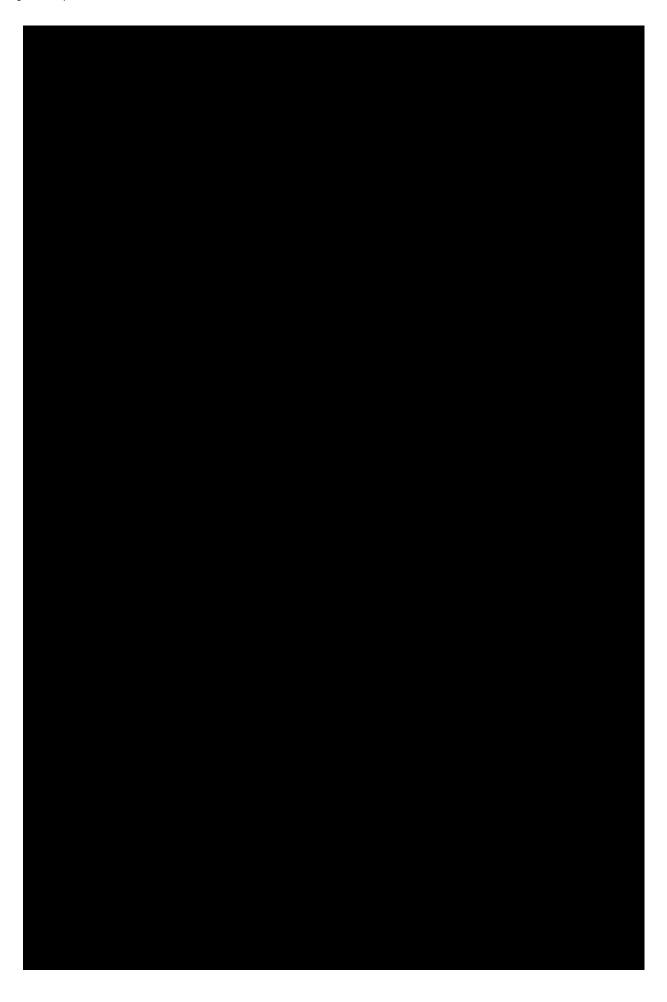






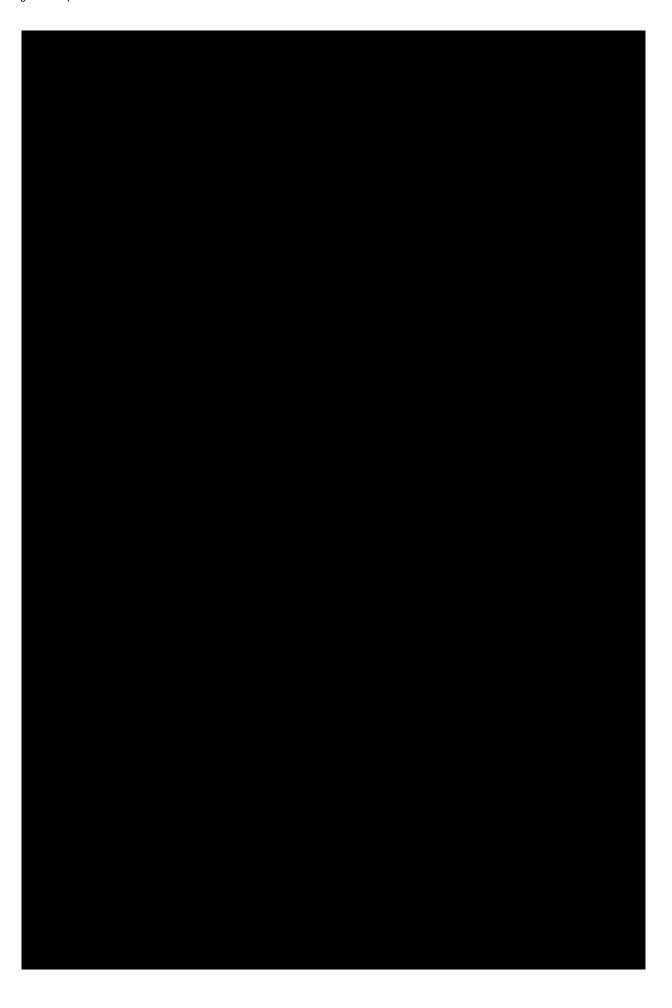






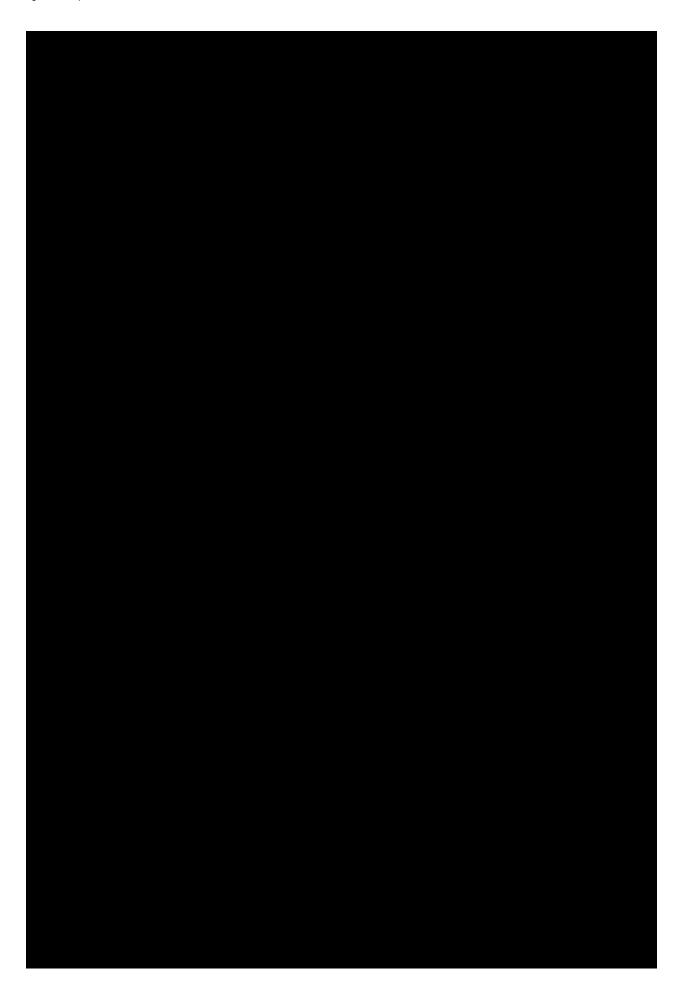
















SCHEDULE E

Special Conditions Intentionally Omitted

SCHEDULE F

Notices

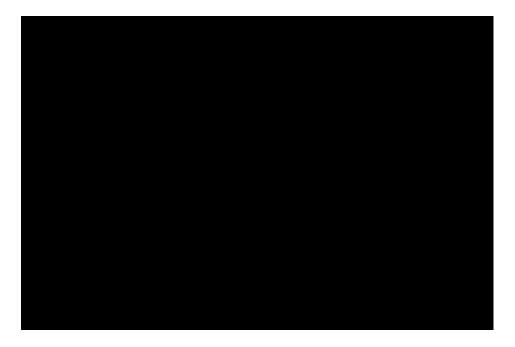
Along with all other correspondence requirements included in this Agreement, any notice, request, approval or other document required or permitted to be given under this Agreement shall be in writing and shall be deemed to have been sufficiently given when delivered in person or deposited in the U.S. Mail, postage prepaid, addressed as specified herein or to such other address or addresses as may be specified from time to time in a written notice given by such Party, or when email notice has been given with an acknowledgement given by the appropriate Party representative. The Parties shall acknowledge in writing the receipt of any such notice delivered in person.

All communications to **Customer** shall be directed to:

Avangrid Management Company Contract Administration 3 City Center 180 South Clinton Avenue, 5th Floor Rochester, NY 14607 Phone: 585-771-4456



All communications to Supplier shall be directed to:



SCHEDULE G

Insurance Requirements

Before commencing Services, the Supplier shall procure and maintain at its own expense for a period of two years beyond completion of the Services, the insurance types, limits, terms, and conditions listed in Section 1 below. The amounts as specified are minimums only and in no way limit the indemnification obligations of the Supplier. The actual amounts above the minimums shall be determined by the Supplier. In addition, for any Services that are authorized to be subcontracted, the Supplier shall require each subcontractor to procure and maintain all insurance as outlined below.

IF YOU DO NOT HAVE A CURRENT CERTIFICATE ON FILE WITH CUSTOMER prior to commencement of Services, Certificates of Insurance evidencing Supplier's and/or subcontractor's possession of insurance as outlined in Section 1 shall be filed with Customer and the Companies for its review.

Certificates of Insurance should be mailed to the Procurement Department at the following address:

Procurement Department/Insurance Cert. 180 South Clinton, 5th Floor Rochester, NY 14607

A. General Insurance Requirements

Each insurance policy shall:

- 1) be placed with an insurance company licensed to write insurance in the State where the Services are to be performed and shall have an A.M. Best Rating of not less than "A-VII" and a policyholder surplus of at least \$25,000,000.
- 2) add Customer and its Affiliates as additional insureds except of any required worker's compensation or employer's liability, or professional liability coverages;
- 3) not preclude Customer or its Affiliates from making claims against the policy for the wrongful acts, omissions or other tortious conduct of the Supplier/Consultant/Labor Supplier;
- 4) provide Customer with 30-day notice of cancellation, except for non-payment of premium and then it shall be 10 days;
- 5) notify Customer of any reduction in the aggregate policy limits;
- 6) contain a breach of warranty clause;
- 7) be primary and non-contributory with respect to Customer and its Affiliates;
- 8) contain a waiver of subrogation in favor of Customer and its Affiliates;
- 9) contain a separation of insureds clause;
- 10) contain a terrorism provision; and
- 11) contain a choice of law provision which states that the policy shall be governed by the State in which the Services are being performed.

B. Required Coverages

1) Workers' Compensation and Employers' Liability Insurance:

Coverage A: Statutory

Coverage B: Limits apply per issued annual policy

Bodily Injury by Accident - \$500,000 each Accident

Bodily Injury by Disease - \$500,000 each Employee

Bodily Injury by Disease - \$500,000 Policy Limit

Policy Information Page Requirements:

Item 1 – First Named Insured and Other Named Insureds

Item 3.A. - State(s) of Operations

Item 3.C. – All Other States Except Monopolistic States

Endorsements;

Voluntary Compensation – WC 00 03 11 A

Alternate Employer – WC 00 03 01 A

FELA – If any basis

Maritime – If any basis

USL&H – If any basis

2) Automobile Liability

Combined Single Limit - \$1,000,000 (limits in excess of \$1M can be satisfied by umbrella/excess coverage)

Uninsured/Underinsured – Minimum allowed by State law

Hired/Non-owned liability - \$1,000,000

Symbol - 1

Endorsements:

Employees as Insureds

Fellow Employee Coverage

MCS 90

CA 9948

3) General Liability: ISO Form CG 00 01 or its functional equivalent

Per Occurrence - \$1,000,000

General Aggregate - \$2,000,000

Products Completed - \$2,000,000

Personal and Advertising Injury - \$1,000,000

Endorsements:

Contractual Liability Amendment

Explosion, Collapse, Underground Coverage

Independent Contractors Coverage

Broad Form Property Damage No Punitive or Exemplary Damages Exclusion No Subsidence Exclusion

4) Umbrella/Excess Liability: Written on a Follow Form Basis and Worldwide Coverage

Per Occurrence - \$5,000,000

General Aggregate - \$5,000,000

Products/Completed Operations - \$5,000,000

Personal & Advertising Injury - \$5,000,0000

Underlying Policies: Commercial General Liability, Auto Liability, Employer's Liability

5) Contractor's Pollution Liability, if applicable

Per Occurrence - \$5,000,000

Policy Aggregate - \$5,000,000

Coverage:

Environmental Impairment Liability

Bodily Injury, sickness, disease, mental anguish or shock sustained by any person, including death and mental anguish

Property Damage including physical injury or destruction of tangible property including resulting loss of use, clean-up costs, and loss of use of tangible property that has not been physically injured or destroyed

Disposal site coverage and transportation extensions

Underground storage tanks

Loss, remediation, clean-up costs and related legal expenses

Sudden and non-sudden pollution conditions

No exclusion for loss occurring over water including but not limited to a navigable waterway

Endorsements:

Extended Completed Operations – 10 years

6) Professional Liability:

Per Claim - \$5,000,000

Policy Aggregate - \$5,000,000

Mitigation of Loss/Rectification - \$5,000,000

Coverage:

Extended Reporting Period – 120 months

Retroactive Date - Date of first design

No Exclusion for environmental impairment liability

No Exclusion for punitive damages to the extent insurable

SCHEDULE H

Data Security Rider

For the purposes of this Privacy and Data Security Rider (the "Rider") **Avangrid Service Company** and any of its affiliates procuring or receiving services, works, equipment or materials under the Agreement (as defined below) shall be hereinafter referred to as the "CUSTOMER". shall be hereinafter referred to as the "VENDOR"

- (a) Among other, the purpose of this Rider is to enable the VENDOR to Process on behalf of the CUSTOMER the Personal Data and Company Data necessary to comply with the purpose of the Agreement (as defined below), define the conditions under which the VENDOR will Process the Personal Data and Company Data to which it has access during the performance of the Agreement, and establish the obligations and responsibilities of the VENDOR derived from such Processing. Personal Data disclosed by CUSTOMER to VENDOR is provided only for limited and specified purposes as set forth in the Agreement and this Rider.
 - (b) The following definitions are relevant to this Rider:
- (i) "Personal Data" means any information about an individual, including an employee, vendor, customer, or potential customer of CUSTOMER or its affiliates, including, without limitation: (A) any information that can be used to distinguish or trace an individual's identity, such as name, social security number, date and place of birth, mother's maiden name, biometric records, personal electronic mail address, internet identification name, network password or internet password; (B) information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular individual or household, or (C) any other information that is linked or linkable to an individual, such as medical, educational, financial, and employment information, as well as cookie information and usage and traffic data or profiles, that is combined with any of the foregoing.
- (ii) "Company Data" means any and all information concerning CUSTOMER and its affiliates and their respective business in any form, or to which the CUSTOMER or its affiliates have access, that requires reinforced protection measures, including but not limited to CUSTOMER sensitive information (confidential or restricted), internal use information, Personal Data, Cardholder Data, commercially sensitive information, Critical Infrastructure Information, other information that relates to critical infrastructure, information that relates to the operation or functionality of facilities, networks, or grids, commercially sensitive information, strategic business information, credentials, encryption data, system and application access logs, or any other information that may be subject to legal or regulatory requirements.
- (iii) ¹Critical Infrastructure Information" means engineering, vulnerability, or detailed design information about proposed or existing critical infrastructure (physical or virtual) that (A) relates details about the production, generation, transmission, or distribution of energy; (B) could be useful to a person planning an attack on critical infrastructure; (C) is exempt from mandatory disclosure under the Freedom of Information Act; and (D) gives strategic information beyond the location of the critical infrastructure.
- (iv) "Processing" (including its cognate, "process") means any operation, action, error, omission, negligent act, or set of operations, actions, errors, omissions, or negligent acts that is performed upon Personal Data or Company Data, whether or not by automatic means, including, without limitation, collection, recording, organization, storage, access, adaptation, alteration, retrieval, consultation, retention, use, disclosure, dissemination, exfiltration, taking, removing, copying, making available, alignment, combination, blocking, deletion, erasure, or destruction.

- Data or Company Data; (B) the inadvertent, unauthorized and/or unlawful Processing, corruption, modification, transfer, sale or rental of Personal Data or Company Data; (C) any other act, omission or circumstance that compromises or may reasonably compromise the security, confidentiality, or integrity of Personal Data or Company Data, including but not limited to incidents where Personal Data or Company Data has been damaged, lost, corrupted, destroyed, or accessed, acquired, modified, used, or disclosed by any unauthorized person, by any person in an unauthorized manner, or for an unauthorized purpose; (D) any act, omission or circumstance that compromises or may reasonably compromise the cybersecurity of the products and services provided to CUSTOMER by VENDOR or the physical, technical, administrative, or organizational safeguards protecting VENDOR'S systems or, if VENDOR knows or reasonably believes, CUSTOMER'S systems storing or hosting Personal Data or Company Data, or (F) VENDOR receives any complaint, notice, or communication which relates directly or indirectly to (x) VENDOR'S Processing of Personal Data or Company Data or VENDOR'S compliance with Technical and Organizational Measures or applicable law in connection with Personal Data or Company Data or (y) the cybersecurity of products and services provided to CUSTOMER by VENDOR.
- (vi) ¹Technical and Organizational Measures" means security measures, consistent with the type of Personal Data or Company Data being Processed and the services being provided by VENDOR, to protect Personal Data or Company Data, which measures shall implement industry accepted protections which may include physical, electronic and procedural safeguards to protect the Personal Data or Company Data supplied to VENDOR against any Data Security Incident, and any security requirements, obligations, specifications or event reporting procedures set forth in this Rider or in any Schedule to this Rider. As part of such security measures, VENDOR shall provide a reasonably secure environment for all Personal Data and Company Data and any hardware and software (including servers, network, and data components) to be provided or used by VENDOR as part of its performance under the Agreement.
- (vii) "Losses" shall mean all losses, liabilities, damages, and claims and all related or resulting costs and expenses (including, without limitation, reasonable attorneys' fees and disbursements and costs of investigation, litigation, settlement, judgment, interest and penalties).
- (viii) "Agreement" shall mean the effective date of the corresponding MSA, MMA, CSA and/or any associated purchase orders, statements of work, notices to proceed and related documents issued in connection therewith.
- (c) Personal Data and Company Data shall at all times remain the sole property of CUSTOMER, and nothing in this Rider or the Agreement will be interpreted or construed as granting VENDOR any license or other right under any patent, copyright, trademark, trade secret, or other proprietary right to Personal Data or Company Data. VENDOR shall not create or maintain data which are derivative of Personal Data or Company Data except for the purpose of performing its obligations under the Agreement and this Rider and as authorized by CUSTOMER.
 - (d) Regarding the Processing of Personal Data and Company Data, the parties agree that:
- (i) VENDOR shall Process Personal Data and Company Data only on behalf of CUSTOMER, on the instruction of CUSTOMER and in accordance with the Agreement, this Rider and privacy and security laws applicable to VENDOR'S services or VENDOR'S possession or Processing of Personal Data and Company Data. CUSTOMER hereby instructs VENDOR, and VENDOR hereby agrees, to Process Personal Data and Company Data only as necessary to perform VENDOR'S obligations under the Agreement and as further described below and for no other purpose. For the avoidance of doubt and without limitation, (i) VENDOR shall not Process Personal Data or Company Data for any purpose other than providing the services specified in the Agreement nor for any purpose outside the scope of the Agreement; and (ii) VENDOR is prohibited from (w) selling, renting, releasing, disclosing, disseminating, making available, transferring, or otherwise communicating orally, in writing, or by electronic or other

means, Personal Data and Company Data to any business or third party (x) retaining, using, or disclosing Personal Data or Company Data for any purpose other than for the purposes specified in the Agreement and this Rider, (y) retaining, using or disclosing Personal Data and Company Data outside of the direct business relationship between CUSTOMER and VENDOR pursuant to the Agreement, and (z) combining Personal Data or Company Data received from CUSTOMER with Personal Data or Company Data received from or on behalf of another person or persons or collected by VENDOR.

(ii) The parties agree that:

The Processing activities that will be carried out by VENDOR are: VENDOR services, including without limitation support services. VENDOR may also use CUSTOMER'S employee contact information to communicate and provide the services.

- The categories of Personal Data or Company Data that will be Processed by VENDOR are: Internal Emails or Memo, Business Plans, Training Materials, Organizational Charts, Generic Maps/Diagrams, Incident Response Plans, Operating Procedures, Transaction Data, Service Level Agreements (SLA), IP Address, Password Databases, Security Configuration (BES Cyber Systems, and ESP or PSP Equipment), and CIP Assets (IP Addresses and Hostnames) for both CIP and Non CIP environments.
- The categories of Personal Data subjects whose information will be processed by VENDOR are: employee contact information.
- The instructions for the Processing of Personal Data or Company Data are: VENDOR may Process Personal or Company Data (a) in order to provide the services including without limitation support services; and (b) as directed by CUSTOMER personnel.
- (iii) The duration of the Processing shall be: for approximately three years with an option of two-year extension.
- (iv) VENDOR shall immediately inform the CUSTOMER if in VENDOR's opinion a Processing instruction given by CUSTOMER may infringe the privacy and security laws applicable to VENDOR'S services or VENDOR'S possession or Processing of Personal Data or Company Data.
- (v) In the event that the activities to be carried out by VENDOR under the Agreement do not require access to Personal Data, VENDOR, its employees and representatives shall be prohibited from accessing and Processing Personal Data. If they gain access to Personal Data, VENDOR shall immediately inform CUSTOMER. Notwithstanding the foregoing, any Processing of Personal Data by VENDOR shall be subject to the terms and conditions set forth in this Rider.
- (e) As a condition to starting work, VENDOR'S employees and other persons authorized, pursuant to the terms of this Rider, to Process Personal Data or Company Data shall acknowledge in writing their agreement to (i) comply with the terms of CUSTOMER'S Acceptable Use Requirements set forth in Schedule C hereto, as such Acceptable Use Requirements may be modified or supplemented from time-to-time upon notice from the CUSTOMER, (ii) maintain the confidentiality of Personal Data and Company Data, and (iii) comply with any applicable Technical and Organizational Measures. In addition, VENDOR'S employees and other authorized persons that access CUSTOMER's premises shall abide by CUSTOMER'S physical security policies, rules and procedures.
- (f) At any and all times during which VENDOR is Processing Personal Data or Company Data, VENDOR shall:

- (i) Comply with all applicable privacy and security laws to which it is subject, or that are applicable to VENDOR'S services or VENDOR'S possession or Processing of Personal Data and\or Company Data, and not, by act or omission, place CUSTOMER or its affiliates in violation of any privacy or security law known by VENDOR to be applicable to them;
- (ii) With regards to the Processing of Personal Data, maintain a record of Personal Data Processing activities carried out on behalf of CUSTOMER, which shall include at least:
 - (A) The name and contact details of the VENDOR, any subcontractor, where applicable and as previously authorized by CUSTOMER, the CUSTOMER on whose behalf the VENDOR is Processing Personal Data, their respective representatives and, where applicable, the data protection officer;
 - (B) The categories of Processing activities carried out on behalf of CUSTOMER;
 - (C) Where applicable, international transfers of Personal Data to a third country or international organization, identifying the third country or international organization, and identification of appropriate safeguards;
 - (D) A general description of the appropriate Technical and Organizational Measures that VENDOR is implementing relating to:
 - The ability to ensure the continued confidentiality, integrity, availability and resilience of Personal Data Processing systems and services;
 - The ability to quickly restore availability and access to Personal Data in the event of a physical or technical incident; and
 - A process of regular verification, evaluation and assessment of the effectiveness of Technical and Organizational Measures to ensure the security of the Personal Data Processing;
 - Pseudonymization and encryption of Personal Data:
- (iii) Have in place appropriate and reasonable Technical and Organizational Measures to protect the security of Personal Data and Company Data and prevent a Data Security Incident, including, without limitation, a Data Security Incident resulting from or arising out of VENDOR'S internal use, Processing or other transmission of Personal Data and Company Data, whether between or among VENDOR'S subsidiaries and affiliates or any other person or entity acting on behalf of VENDOR. Taking into account the state-of-the-art, the costs of implementation, and the nature, scope, context and purposes of the Processing as well as the risks of varying likelihood and severity for, among other, the rights and freedoms of the data subjects, VENDOR shall implement Technical and Organizational Measures to ensure a level of security appropriate to the risk. Without limiting the generality of the foregoing, the VENDOR will implement measures to:
 - (A) Ensure the continued confidentiality, integrity, availability and resilience of Processing systems and services;
 - (B) Quickly restore availability and access to Personal Data and Company Data in the event of a physical or technical incident;
 - (C) Verify and evaluate, on a regular basis, the effectiveness of the Technical and Organizational Measures implemented;

- (D) Pseudonymize and encrypt Personal Data, where applicable; and
- (E) Safely secure or encrypt all Personal Data and Company Data, during storage or transmission:
- (iv) Except as may be necessary in connection with providing services to CUSTOMER (and provided that immediately upon the need for such Personal Data and Company Data ceasing, such Personal Data or Company Data is immediately destroyed or erased), not use or maintain any Personal Data or Company Data on a laptop, hard drive, USB key, flash drive, removable memory card, smartphone, or other portable device or unit; and ensure that any such portable device or unit is encrypted.
- (v) Notify CUSTOMER at asoc@avangrid.com or (855)548-7276 no later than two (2) days from the date of obtaining actual knowledge of any Data Security Incident, or from the date the VENDOR reasonable believes that a Data Security Incident has taken place, whatever is earlier, and at VENDOR'S cost and expense, assist and cooperate with CUSTOMER concerning any disclosures to affected parties and other remedial measures as requested by CUSTOMER or required under applicable law. If the Data Security Incident involves Personal Data, the following information shall be provided as a minimum:
 - (A) Description of the nature of the Data Security Incident, including, where possible, the categories and approximate number of data subjects affected, and the categories and approximate number of Personal Data records affected;
 - (B) Contact details of the data protection officer of the VENDOR, where applicable, or other contact person for further information;
 - (C) Description of the possible consequences of the Data Security Incident or violations; and
 - (D) Description of the measures taken or proposed to remedy the Data Security Incident, including, where appropriate, the measures taken to mitigate possible negative effects;
- (vi) VENDOR designates the following contacts for the purposes of communications related to a Data Security Incident:
- (vii) Assist and cooperate with CUSTOMER to enable CUSTOMER to comply with its obligations under any applicable privacy or security law, including but not limited to maintaining Personal Data and Company Data secured, responding to Data Security Incidents, and, where applicable, ensuring the rights of data subjects and carrying out Personal Data impact assessments;
- (viii) Inform the CUSTOMER, if, where applicable, data subjects exercise their rights of access, rectification, erasure or objection, restriction of processing, data portability and not to be the subject to automated decisions by the VENDOR. The communication must be made immediately and in no case later than one (1) business day following the receipt of the request by VENDOR. VENDOR shall assist CUSTOMER, taking into account the nature of the Personal Data Processing, through appropriate Technical and Organizational Measures, and with any information that may be relevant to the resolution of the request;
- (ix) Not use independent contractors or provide Personal Data or Company Data to independent contractors or other personnel that are not full-time employees of VENDOR without CUSTOMER'S prior written approval;

- (x) Not disclose Personal Data or Company Data to any third party (including, without limitation, VENDOR'S subsidiaries and affiliates and any person or entity acting on behalf of VENDOR) unless with respect to each such disclosure: (A) the disclosure is necessary in order to carry out VENDOR'S obligations under the Agreement and this Rider; (B) VENDOR executes a written agreement with such third party whereby such third party expressly assumes the same obligations set forth in this Rider; (C) VENDOR has received CUSTOMER'S prior written consent; (D) the Processing is carried out in accordance with the instructions of CUSTOMER, and (D) VENDOR shall remain responsible for any breach of the obligations set forth in this Rider to the same extent as if VENDOR caused such breach;
- (xi) Not permit any officer, director, employee, agent, other representative, subsidiary, affiliate, independent contractor, or any other person or entity acting on behalf of VENDOR to Process Personal Data or Company Data unless such Processing is in compliance with this Rider and is necessary to carry out VENDOR'S obligations under the Agreement and this Rider. Personal Data and Company Data shall only be accessed by persons who need access to carry out VENDOR'S obligations under the Agreement and this Rider and in accordance with the instructions of CUSTOMER; VENDOR shall provide appropriate privacy and security training to its employees and those persons authorized to Process Personal Data or Company Data.
- (xii) Establish policies and procedures to provide all reasonable and prompt assistance to CUSTOMER in responding to any and all requests, complaints, or other communications received from any individual who is or may be the subject of any Personal Data Processed by VENDOR to the extent such request, complaint or other communication relates to VENDOR's Processing of such Personal Data;
- (xiii) Establish policies and procedures to provide all reasonable and prompt assistance to CUSTOMER in responding to any and all requests, complaints, or other communications received from any individual, government, government agency, regulatory authority, or other entity that is or may have an interest in the Personal Data or Company Data, exfiltration of Personal Data or Company Data, disclosure of Personal Data or Company Data, or misuse of Personal Data or Company Data to the extent such request, complaint or other communication relates to VENDOR'S Processing of such Personal Data or Company Data;
- (xiv) Not transfer any Personal Data or Company Data across a country border, unless directed to do so in writing by CUSTOMER, and VENDOR agrees that CUSTOMER is solely responsible for determining that any transfer of Personal Data or Company Data across a country border complies with the applicable laws and this Rider;
 - (xv) Keep Personal Data and Company Data in strict confidence;
- (g) At the time of the execution of this Rider, and at any time, upon CUSTOMER's request, VENDOR shall provide evidence that it has established and maintains Technical and Organizational Measures governing the Processing of Personal Data and Company Data appropriate to the Processing and to the nature of the Personal Data and Company Data;
- (h) To the extent VENDOR maintains Personal Data and Company Data at its location, CUSTOMER shall have the right to conduct onsite inspections and/or audits (with advance notice to VENDOR) of VENDOR'S information security protocols under VENDOR's supervision, and VENDOR agrees to cooperate with CUSTOMER regarding such inspections or audits; provided, any such inspections or audits shall be conducted during normal business hours and in a manner so as to minimize any disruptions to VENDOR'S operations. VENDOR will promptly correct any deficiencies in the Technical and Organizational Measures identified by CUSTOMER to VENDOR. Inspection inside VENDOR's data centers, including systems and applications located within the data centers, shall not be allowed nor the installation of any auditing or inspection tools in VENDOR's network or systems be allowed. VENDOR will not provide copies of its internal policies and procedures; however, if details of policies or procedures are

required, table of contents and summaries may be provided, or a monitored virtual or in person session may be held to view documents in more detail (copying or recording VENDOR internal documents is prohibited);

- (i) VENDOR shall keep and make accessible to CUSTOMER, at any time, upon CUSTOMER's request, documentation that evidences compliance with the terms of this Rider. CUSTOMER may conduct audits and inspections, either directly or through a third party, and VENDOR agrees to cooperate with CUSTOMER regarding such audits;
- (j) VENDOR shall cease Processing Personal Data and Company Data and return, or securely delete or destroy, or cause or arrange for the return, or secure deletion or destruction of, all Personal Data and Company Data subject to the Agreement and this Rider, including all originals and copies of such Personal Data and Company Data in any medium and any materials derived from or incorporating such Personal Data and Company Data, upon the expiration or earlier termination of the Agreement, or when there is no longer any legitimate business need (as determined by CUSTOMER) to retain such Personal Data and Company Data, or otherwise on the instruction of CUSTOMER, but in no event later than ten (10) days from the date of such expiration, earlier termination, expiration of the legitimate business need, or instruction. If applicable law prevents or precludes the return or destruction of any Personal Data or Company Data, VENDOR shall notify CUSTOMER of such reason for not returning or destroying such Personal Data and Company Data and shall not Process such Personal Data and Company Data thereafter without CUSTOMER'S express prior written consent. VENDOR'S obligations under this Rider to protect the security of Personal Data and Company Data shall survive termination of the Agreement.
- (k) To the extent that VENDOR is afforded regular access in any way to "Cardholder Data" as defined below and for so long as it has such access, the following requirements shall apply with respect to the Cardholder Data; provided, that the parties do anticipate that VENDOR will have access to any Cardholder Data:
- (i) VENDOR represents that it is presently in compliance and will remain in compliance with the Payment Card Industry Data Security Standard ("<u>PCI Standard</u>"), and all updates to PCI Standard, developed and published jointly by American Express, Discover, MasterCard and Visa ("<u>Payment Card Brands</u>") for protecting individual credit and debit card account numbers ("<u>Cardholder Data</u>").
- (ii) VENDOR acknowledges that Cardholder Data is owned exclusively by CUSTOMER, credit card issuers, the relevant Payment Card Brand, and entities licensed to process credit and debit card transactions on behalf of CUSTOMER, and further acknowledges that such Cardholder Data may be used solely to assist the foregoing parties in completing a transaction, supporting a loyalty program, providing fraud control services, or for other uses specifically required by law, the operating regulations of the Payment Card Brands, or this Agreement.
- (iii) To the extent Cardholder Data is regularly maintained on the premises or property of VENDOR, VENDOR shall maintain a business continuity plan addressing the possibility of a potential disruption of service, disaster, failure or interruption of its ordinary business process, which business continuity plan provides for appropriate back-up facilities to ensure VENDOR can continue to fulfill its obligations under the Agreement.
- (iv) VENDOR agrees that, in the event of a Data Security Incident arising out of or relating to VENDOR'S premises or equipment contained thereon, VENDOR shall afford full cooperation and access to VENDOR'S premises, books, logs and records by a designee of the Payment Card Brands to the extent necessary to perform a thorough security review and to validate VENDOR'S compliance with the PCI Standards; provided, that such access that be provided during regular business hours and in such a manner so as to minimize the disruption of VENDOR'S operations.

- (I) To the extent that the VENDOR processes personal information of California residents as such terms are defined in the California Consumer Privacy Act of 2018, as amended (Cal. Civ. Code §§ 1798.100 to 1798.199.95), the terms and conditions set forth in Schedule D of this Rider shall apply.
- (m) To the extent that VENDOR processes personal data of Connecticut consumers as such terms are defined in An Act Concerning Personal Data Privacy and Online Monitoring (Public Act No. 22-15), the terms and conditions of Schedule E shall apply.
- (n) VENDOR represents that the security measures it takes in performance of its obligations under the Agreement and this Rider are, and will at all times remain, at the highest of the following: (a) Privacy & IT Security Best Practices (including, but not limited to, National Institute of Standards and Technology ("NIST") SP 800 53, International Organization for Standardization ("ISO") 27001/27002, Control Objectives for ("COBIT") framework, Center for Internet Security ("CIS") Security Benchmarks, and Top 20 Critical Controls) and (b) any security requirements, obligations, specifications, or event reporting procedures set forth in Schedule A.
- (o) In addition to any other insurance required to be provided by VENDOR hereunder, VENDOR shall also provide the Cyber-Insurance coverage meeting the requirements specified in <u>Schedule B</u>, attached hereto and made part hereof. VENDOR shall also comply with the terms and conditions in <u>Schedule B</u> as they relate to any insurance required to be provided by VENDOR pursuant to this Agreement.
- (p) Notwithstanding anything in the Agreement or this Rider to the contrary, VENDOR shall indemnify, defend and hold CUSTOMER, its affiliates, and their respective employees, officers, representatives and contractors, harmless from and against all Losses caused by, resulting from, or attributable to VENDOR'S breach or violation of applicable laws, regulations or any of the terms and conditions of this Rider. VENDOR'S obligation to indemnify, defend, and hold harmless shall survive termination or expiration of the Agreement and this Rider.
- (q) Failure by VENDOR to comply with any requirement of this Rider shall constitute a material breach of the Agreement and a VENDOR default thereunder. CUSTOMER shall be allowed to terminate the Agreement, and CUSTOMER shall have all rights and remedies provided by law or equity under the Agreement and this Rider.

Schedule A

General Security Requirements

- (a) The following definitions are relevant to this General Security Requirements Schedule:
- (i) "Cyber-infrastructure" means electronic information and communication systems and services, as well as the information contained therein. These systems, both those housed within facilities as well as those that are cloud-based, be they proprietary or third-party, in any manner, are comprised of hardware and software for processing (creating, accessing, modifying and destroying), storing (on magnetic, electronic or other formats) and sending (shared use and distribution) information, or any combination of said elements that include any type of electronic device such as, without limitation, standard computers (desktop/laptop) with internet connections, digital storage methods used on computers (e.g. hard drives), mobiles, smartphones, personal digital assistants, data storage media, digital and video cameras (including CCTV), GPS systems, etc.
- (ii) "Protected Information" means Personal Data and Company Data as defined in the Rider.
- (iii) Capitalized terms not otherwise defined in this Schedule shall have the meaning set forth in the Rider.
- (b) VENDOR must, always, know the level of information protection that should be afforded to the Protected Information as well as the corresponding standards and applicable laws and regulations, and it shall adopt the Technical and Organizational Measures adequate thereto. VENDOR shall, at least, maintain Technical and Organizational Measures consistent with the type of Protected Information being processed and the services being provided by VENDOR, to secure Protected Information, which measures shall implement industry accepted protections which include physical, electronic and procedural safeguards to protect the Protected Information supplied to VENDOR against any Data Security Incident or other security incident, and any security requirements, obligations, specifications or event reporting procedures set forth in the Agreement, the Rider or this Schedule. As part of such security measures, VENDOR shall provide a secure environment for all Protected Information and any hardware and software (including servers, network, and data components) to be provided or used by VENDOR as part of its performance under the Agreement on which Protected Information is contained.
- (c) When the scope of the Agreement implies the use or connection of VENDOR's Cyber-infrastructure to that of CUSTOMER, the VENDOR shall have reasonable Technical and Organizational Measures for its protection and for the prevention of any Data Security Incident.
- (i) The connection between the CUSTOMER'S and the VENDOR's network is not permitted, unless expressly agreed to in writing, in which case it must be done by establishing encrypted and authenticated virtual private networks, and the number of interconnection points between the two networks must be the minimum that is compatible with the required level of availability. The connection to the VENDOR's network shall be removed as soon as there is no need for it.
- (ii) Direct user connections from the VENDOR to CUSTOMER's network are not permitted, unless authorized in writing by CUSTOMER and only for a limited period of time.
- (iii) If the Agreement is fully or partially performed at the VENDOR's premises or property, the VENDOR must establish mechanisms and procedures for physical access to said premises or property to prevent unauthorised persons from accessing Cyber-infrastructure or Protected Information.

- (d) VENDOR shall establish mechanisms and procedures for identifying, authenticating and controlling logical access necessary to prevent unauthorised persons from accessing its Cyber-infrastructure elements and CUSTOMER's Protected Information, and, in particular:
- (i) VENDOR will have procedures based on the principle of least privilege when granting, assigning and withdrawing authorized access and permissions to its personnel or the personnel of its subcontractors, where applicable, including privileged users or administration taking into account the need for the use, the confidentiality of the Protected Information and the resources for the performance of their tasks;
- (ii) VENDOR will maintain an updated inventory of the access granted and will withdraw access from personnel who cease working in connection with the Agreement within a period of less than twenty-four (24) hours. Credentials must always be encrypted when stored and transmitted; and
- (iii) VENDOR shall have policies and procedures that ensure the strength of the passwords and that they are updated regularly. Passwords shall be changed during the installation processes of new hardware or software. VENDOR'S default passwords shall be changed.
- (e) VENDOR shall implement Technical and Organisational Measures necessary to ensure operational continuity under applicable service level agreements (including but not limited to contingency plans, backup and recovery procedures). In particular:
- (i) VENDOR shall make backup copies of the Protected Information as frequently as is required for the services being provided by VENDOR and according to the nature of the data, establishing the appropriate procedures and mechanisms to ensure that the data can be retrieved, that only authorised VENDOR personnel can access it and that they are transferred and stored in such a way as to prevent access or manipulation by unauthorised persons; and
- (ii) The same security measures shall apply to backups as to the original Protected Information.
- (f) In the event that CUSTOMER has expressly authorized VENDOR to use its own IT equipment for accessing CUSTOMER's Cyber-infrastructure, the VENDOR shall guarantee and undertake that there are adequate security measures to protect the stationary or portable IT equipment and mobile devices used to access such Cyber-infrastructure or for storing, processing or transmitting the Protected Information, including but not limited to:
- (i) Automatic locking if the device is left unattended for a certain period of time. User authentication will be required for unlocking.
 - (ii) Protection against malicious software and known vulnerabilities.
 - (iii) Updating the operating system as often as the vendor requires.

The VENDOR shall maintain an action procedure should the equipment or device be lost or stolen, ensuring, to the maximum extent possible that the event be communicated promptly, Protected Information be deleted safely in accordance with recognised standards, and access to CUSTOMER's systems or systems containing CUSTOMER's Protected Information be suspended.

Before equipment is reused or replaced, the VENDOR must protect, or if applicable remove, all the Protected Information stored on it, ensuring that unauthorised personnel or third parties cannot access or recover it.

(g) The VENDOR shall establish adequate procedures to guarantee protection against loss or unauthorised processing of files, computer media and paper documents containing Protected Information and guarantee that they are destroyed when the reasons for their creation no longer apply. Extracting data from a file and downloading it to a server or delivering it electronically is considered equivalent to computer media for the purposes of complying with these measures.

AVANGRID may request information concerning any Processing of Protected Information by the VENDOR.

- (h) The VENDOR shall include security measures appropriate to the nature of the Protected Information Processed in developing, maintaining and testing the equipment that will be used to perform the services being provided by VENDOR. The VENDOR will adopt secure code development standards and ensure that no real data is used in test environments. If necessary, CUSTOMER's express written authorisation will be required, and the same security measures required for the work environment will be applied to these test environments.
- (i) When the scope of the Agreement includes the supply of equipment and/or materials, the VENDOR shall prove that best security practices and standards have been applied for the design, fabrication, maintenance, and, where applicable, installation of the supplied equipment and/or materials, including its components.

For any such equipment and/or materials with information processing capacity or network connectivity options:

- (i) The VENDOR shall provide evidence or certificates that guarantee design security, firmware/software updates and malware protection.
- (ii) The VENDOR shall conduct periodic analyses of vulnerabilities and inform CUSTOMER about any necessary updates, especially those that affect security.
- (iii) All internet connected devices shall be protected with adequately complex passwords that can be changed by CUSTOMER.
- (iv) The configuration of devices, equipment and materials shall be adjustable exclusively according to AVANGRID's needs, and any unnecessary functionality deactivated. Should the VENDOR conduct any configuration, documentation to that effect shall be provided.
- (j) VENDOR should fully implement the mitigation actions available on the APTs Targeting IT Service Provider CUSTOMERS site page to protect against this malicious activity. VENDOR should implement the following specific actions:
- (i) Apply the principle of least privilege to their environment, which means customer data sets are separated logically, and access to client networks is not shared;
- (ii) Implement robust network and host-based monitoring solutions that looks for known malicious activity and anomalous behaviour on the infrastructure and systems providing client services;
- (iii) Ensure that log information is aggregated and correlated to enable maximum detection capabilities, with a focus on monitoring for account misuse; and
- (iv) Work with CUSTOMER to ensure hosted infrastructure is monitored and maintained, either by the service provider or the client.

Schedule B

Cyber-Insurance Requirements

- (a) VENDOR shall during the term of the Agreement have and maintain the following insurance coverage:
- (i) Cyber Errors and Omissions Policy providing coverage, on a per occurrence basis, for acts, errors, omissions, and negligence of employees and contractors giving rise to potential liability, financial and other losses relating to data security and privacy, including cost of defense and settlement, in an amount of at least \$5 million dollars, which policy shall include coverage for all costs or risks associated with:
 - 1) violations of data privacy or data security laws and regulations; and
 - cyber risks, including denial-of-service attacks, risks associated with malware and malicious code, whether designed to interrupt a network or provide access to private or confidential information; and
 - other risks specific to the work performed by VENDOR as shall be identified by CUSTOMER.
- (ii) Such coverage shall be furnished by an insurance company with an A.M. Best Financial Strength Rating of A- or better, and which is otherwise reasonably acceptable to CUSTOMER.
- (b) VENDOR warrants that the scope of all coverage evidenced to the CUSTOMER pursuant to this Agreement shall be the sole responsibility of the VENDOR to maintain at committed to levels required by this document and VENDOR, in any event of a loss, will take full responsibility for the payment of any policy deductible, self-insured retention, premium or retrospective premium obligation necessary to maintain coverage, and shall include coverage for any indemnification and hold harmless agreements made by the VENDOR pursuant to the Data Security Rider. VENDOR's failure to pay the applicable deductible, self-insured retention, or retrospective premium shall constitute a material breach of this Agreement, with damages equal to at least the amount of insurance lost or not provided due to such breach.
- (c) All insurance coverage(s) provided by VENDOR pursuant to this Agreement shall be primary and non-contributing with respect to any other insurance or self-insurance which may be maintained by the CUSTOMER.

Schedule C

Acceptable Use Requirements

The intent of this Schedule is to document requirements as they pertain to the Acceptable Use of the Electronic Devices and Cyber-infrastructure of Avangrid, Inc. and any of its subsidiaries (hereinafter "Avangrid") by contractors, consultants or other third parties.

Employees and other persons acting on behalf of Avangrid vendors shall be required to read, acknowledge their understanding of, and commit to comply with these Avangrid Acceptable Use Requirements.

Definitions

- A **User** is defined as any contractor, consultant or other third parties, including any employee of an Avangrid vendor, with access to or using Avangrid Electronic Devices or Cyber-infrastructure.
- Cyber-infrastructure Includes electronic information and communications systems and services, and the information contained in these systems and services. Those systems and services are composed of all hardware and software that process (creation, access, modification, and destruction), store (paper, magnetic, electronic, and all other media types), and communicate (sharing and distribution) information, or any combination of these elements.
- Electronic Devices include standard computer (workstation desktop/ laptop) with network connections, digital storage media used in standard computers (e.g. hard drives), telephone and voicemail systems, mobile phones, smartphones, tablets, Personal Digital Assistants (PDA), End Point Storage Devices (EPSD), digital and video cameras (including CCTV), mobile navigation systems, printers, photocopiers and scanners, fax machines, and all other similar of associated devices, etc.
 - Avangrid Electronic Devices are Electronic Devices owned and managed by Avangrid.
 - Personally Owned Devices (POD) are Electronic Devices (e.g. smart phones, tablets, laptops) privately owned and managed by Users.
 - End Point Storage Devices (EPSD) applies to the storage of data on devices that can be connected either by a USB drive, data cable or by wireless connection direct to any computing equipment within Avangrid, e.g. USB sticks, drives, thumb nails, pen drives, flash drives, memory cards, etc.

1. Requirements and Practices

1.1 Electronic Devices

Avangrid Electronic Devices and resources are property of Avangrid and may be provided to Users for the pursuit of their professional activity.

- 1.1.1 The determining authority and responsibility for issuance of an Electronic Device shall rest with the Avangrid Business Area Leader (BAL) or department hiring manager.
- 1.1.2 Avangrid Electronic Devices shall be provided to Users configured with the required security hardware and software protections.

- a. Compromising or interfering with the Electronic Devices' operating system, hardware, software or protection mechanisms is prohibited.
- 1.1.3 Users shall be responsible for the appropriate use of authorized Electronic Devices in accordance with their duties and responsibilities, including, but not limited to:
 - a. Protecting Electronic Devices from misuse.
 - b. Logging off or protecting Electronic Devices with a screen and/or keyboard locking mechanism, when unattended and when not in use.
 - i. Desktop and laptop computers shall be switched off or hibernating when unattended for a period more than one hour and always at the end of the workday.
 - ii. Desktop and laptop computer screens shall be locked by Users always when unattended.
 - c. Taking the following preventative measures to ensure that any Electronic Devices used to connect to Avangrid's Cyber-infrastructure are physically secured by:
 - i. Protecting Avangrid assets from unauthorized access and use by others,
 - ii. Leaving Electronic Devices in secured locations (e.g. locked cabinet or drawer, locked rooms in locked buildings as applicable),
 - iii. Not leaving Electronic Devices in plain view in unattended vehicles,
 - iv. Not leaving Electronic Devices in vehicles overnight,
 - v. Carrying laptops as hand luggage when traveling,
 - vi. Positioning Electronic Devices so that they (and the information displayed) are not visible from outside a ground floor window, and
 - vii. Positioning the display screen of Electronic Devices such that it cannot be viewed by others in public places (e.g. train, aircraft, restaurants, etc.).
- 1.1.4 Users shall follow Avangrid procedures for immediately reporting lost, compromised, or stolen Electronic Devices.
 - a. The User shall notify the Service (Help) Desk and their Avangrid contact.
- 1.1.5 User shall follow Avangrid procedures for the return of Avangrid owned Electronic Devices when the use of those devices is deemed no longer necessary.
 - a. Users shall return all Avangrid Electronic Devices to their Avangrid contact immediately upon separation/ termination, which shall be responsible for collecting all Avangrid Electronic Devices.
- 1.1.6 The use of hot desks/ shared network access equipment shall be reserved for Users who do not regularly require the use of a portable Electronic Device (e.g. laptop) for their professional activities.
 - a. Users of hot desks/shared network access shall have a current network login.

1.2 Connection to Avangrid Cyber-infrastructure

- 1.2.1 All Electronic Devices which connect to the Avangrid Cyber-infrastructure network shall be Avangrid approved assets which have been configured in accordance with Avangrid standard configurations.
- a. Non-Avangrid approved Electronic Devices shall not connect directly to the Avangrid Cyber-infrastructure (e.g. through Ethernet connection).
- b. Wireless connections from an Avangrid office shall only be accomplished through Avangrid Electronic Devices and the Avangrid supported wireless infrastructure.
- c. Guest wireless network accounts shall only be supplied on 'as-need-be-basis' following Avangrid approval processes.
- d. Remote desk connections shall only be supplied on 'as-need-be-basis' following Avangrid approval processes.

1.3 Use of Mobile Devices (for Remote Access)

- 1.3.1 The determining authority and responsibility for issuance of a mobile electronic device to perform Avangrid professional activities; access the Avangrid Cyber-infrastructure or store/transmit Avangrid information/data remotely shall rest with the Avangrid Business Area Leader (BAL) or department hiring manager.
- a. Users shall remotely access Avangrid's Cyber-infrastructure utilizing only authorized hardware, software and access control standards (e.g. Avangrid approved VPN technology for Avangrid Electronic Devices or Citrix client).
- b. At no time shall a remote User initiate two simultaneous connections to different networks (e.g., no split tunneling and no multi-homed connection).
- Avangrid issued SIM cards shall not be swapped or used in non-Avangrid issued Electronic Devices.
- d. Configuring a non-Avangrid issued Electronic Device for connection to the Avangrid corporate email system is strictly prohibited.
- e. Users should be aware that Avangrid may monitor emails sent from and to non-Avangrid issued devices.

1.4 Personally Owned Devices

1.4.1 The use of Personally Owned Devices for access to and/or handling of Avangrid information/data and Avangrid Cyber-infrastructure is prohibited.

1.5 Treatment of Software and Applications

- 1.5.1 The acquisition and installation of software on Avangrid Electronic Devices shall be made using approved methods.
- a. All access to company software and/or applications shall be subject to formal request and approval processes.

- 1.5.2 Users shall be prohibited from introducing or installing any unauthorized software, content or material.
- 1.5.3 The installation of any type of network access program peer (P2P) or similar (e.g., BitTorrent, Emule), as well as any other application for file sharing that could saturate Internet bandwidth, prevent access to other Users or slow down connections to technology and information resources is prohibited.
- 1.5.4 Intellectual property, licensing and regulatory requirements shall be observed always. Downloading, obtaining, copying or redistributing materials protected by copyright, trademark, trade secret or other intellectual property rights (including software, music, video, images) is prohibited, even where such material is to be used for the pursuit of the professional activity.
- a. Where materials protected by copyright, trademark, trade secret or other intellectual property rights are required for the pursuit of an Avangrid professional activity the appropriate license/permission shall be obtained prior to use.

1.6 Treatment of Information/Data

- 1.6.1 Information/data assets obtained or created during the engagement with Avangrid are the property of Avangrid and shall be treated in accordance with the applicable Agreement and Data Security Rider.
- 1.6.2 The storage of Avangrid information/data on Personally Owned Devices or non-Avangrid controlled or authorized environments, including non-authorized Electronic Devices is prohibited. Users shall not store AVANGRID owned information/data on devices that are not issued by AVANGRID unless explicitly and contractually agreed by both parties.
- 1.6.3 Where access to Personal Data is part of a Users' professional role and responsibilities, access shall be treated in accordance with all applicable data protection and/or privacy law(s) and regulation(s) and under strict access and usage guidelines.
- 1.6.4 Corporate storage spaces and network resources shall be used for file storage and/or exchange of professional information.
- 1.6.5 Users shall store and share information/data in accordance with the terms and conditions with Avangrid and any applicable Data Security Rider.
- 1.6.6 Use of an End Point Storage Device (EPSD) (e.g., USB) shall be limited to those devices acquired through the Information Technology (IT) request process (e.g. ITSM/ServiceNow).
- 1.6.7 Printed information/data (hard copy) shall be:
- a. Stored based on critically, e.g., hardcopy containing confidential and/or sensitive information/data shall be locked away when not required (or not in use).
- b. Discarded, when no longer needed, based on criticality, e.g. confidential and/or sensitive hardcopy shall be shredded.

c. To be removed from printers, fax machines, copier rooms, and conference/ meeting rooms immediately.

1.7 User Access Credentials and Passwords

- 1.7.1 Requests for access shall be made following access provisioning procedures.
- 1.7.2 Applications and network resources access shall be activated\deactivated in accordance with Avangrid activation\ deactivation procedures.
- 1.7.3 Users requiring duly justified privileged access rights will be assigned a specific "Privileged User ID"
- a. Privileged User IDs shall be reviewed and confirmed at least semi-annually.
- b. Regular professional activities shall not be performed from a privileged ID.
 - 1.7.4 Users shall use strong, complex passwords and securely maintain secret authentication information (e.g. passwords, cryptographic keys, smart cards that produce authorization codes), including:
- a. Not sharing or disclosing their Avangrid credentials (log on IDs-user names and/or passwords) with others inside or outside the company.
- b. Keeping secret authentication information confidential, ensuring that it is not divulged to any other parties, including senior management and technical support.
- c. Not recording (e.g. on paper, software file or hand-held device) secret authentication information, unless this can be stored securely, and the method of storing has been approved (e.g. password vault) by Corporate Security.
- d. Changing secret authentication information when there is any indication of a possible compromise.
- e. Reporting any incidents or suspected compromises by following Avangrid incident reporting procedures.

1.8 Internet Use and Social Media

- 1.8.1 Avangrid may make available internet access to users depending on their role and responsibilities.
- a. Internet access shall be provided as a tool for business purposes, shall be used with moderation and shall be proportional to the work being undertaken.
- b. Access to restricted websites shall be enabled at the discretion of Avangrid and shall be provisioned following the security exception process.
- c. Only Avangrid approved surfing software shall be used to access the Internet.
 - 1.8.2 A moderate and proportional use of the internet shall be allowed for non-professional activities, although web surfing is expressly prohibited for:

- Accessing or posting of any racist or sexual content or any material that is offensive or defamatory in nature.
- b. Accessing games, downloading video, music (MP3 or another format), or downloading any other files not related to the Avangrid related responsibilities.
 - 1.8.3 Limited and occasional use of Avangrid Electronic Devices and resources to engage in Social Networking and Blogging is acceptable, provided that:
- a. It is done in a professional and responsible manner.
- b. It does not violate the Code of Ethics or any relevant Avangrid policy, procedure or rule.
- c. It is not detrimental to Avangrid's best interests.
- d. It does not interfere with regular work duties.
- e. There is no breach of the prohibitions identified in these requirements.
 - 1.8.4 Avangrid reserves the right to determine which websites and social media platforms can be accessible through Avangrid Electronic Devices or Cyber – infrastructure.

1.9 E-mail Use

- 1.9.1 All information created, sent, or received via Avangrid's e-mail system(s), including all e-mail messages and electronic files shall be the property of Avangrid.
- 1.9.2 Avangrid reserves the right to monitor, inspect and access such emails and electronic files.
- 1.9.3 The forwarding of Avangrid owned information/data to a personal e-mail account is prohibited.
- 1.9.4 Removing or circumventing any of the security controls enforced on the company email system (e.g. SPAM filtering, automatic email disclaimers, etc.) is prohibited.
- 1.9.5 Users shall not permit others to use their e-mail accounts. Based on user established permissions; calendars and/or mailboxes may be shared.
- 1.9.6 Limited use of an Avangrid e-mail account for personal purposes shall be regarded as acceptable provided that:
- a. Use does not interfere with the normal performance of professional duties.
- b. Messaging does not violate applicable laws, regulations, the Code of Ethics, or Avangrid policies.
- c. Use is moderate both in terms of frequency and amount of memory and resources consumed.

- 1.9.7 Avangrid e-mails or messages containing company information/ data shall not be forwarded to external parties except where there is a specific business 'need to know'.
- 1.9.8 Avangrid electronic messaging shall not be used for transmitting, retrieving or storing any messages, files or attachments which constitute:
- a. Harassing or discriminatory messages which relate to gender, race, sexual orientation, religion, disability or other characteristics protected by applicable laws and regulations.
- b. Defamatory messages which adversely affect the reputation of a person or company.
- c. Messages that violate copyright, trademark, trade secret or other intellectual property rights.
- d. Obscene materials or images of a sexual nature.
- e. Files or documents of an indeterminate origin or that, for any reason, may include computer viruses or in any way breach the security systems of the company or the recipient of the file or document, or may damage their IT systems.
- f. Any material or images that might reasonably be expected to cause personal offense to the recipient.
- g. Messages in violation of applicable laws, regulations, the Code of Ethics, or Avangrid policies.
 - 1.9.9 The retention period for e-mail messages shall be 18 months. Once the retention period has been reached, emails shall be automatically eliminated from the user's mailbox.
- a. Users shall store messages and/or associated attachments in Avangrid provided network folders. Storage of messages and/or associated attachments on hard drives in .pst (personal mail folders) folders is prohibited.
 - 1.9.10 Users shall report suspicious email messages (e.g., spam, phishing, etc.) the Service (Help) Desk and/or using the reporting tool REPORTER, available in Outlook.

1.10 Incident reporting

1.10.1 Users shall immediately report any unusual activity, incident or suspected event following Avangrid incident reporting procedures (e.g., Service (Help) Desk, REPORTER, etc.)

1.11 Contract Termination

1.11.1 Avangrid Electronic Devices assigned to or in the possession of a User shall be returned to Avangrid on or before the contract termination date or whenever it is determined that the use of the Electronic Device is no longer necessary. This includes the return of facility access badges. 1.11.2 Access to Cyber-infrastructure shall be deactivated (revoked) on or before a User's termination date in accordance with Avangrid access management processes.

2. No Expectation of Privacy

All contents of the Avangrid Electronic Devices and Cyber-infrastructure are the property of the company. Therefore, Users should have no expectation of privacy whatsoever in any e-mail message, file, data, document, facsimile, telephone conversation, social media post, conversation, or any other kind or form of information or communication transmitted to, received, or printed from, or stored or recorded on Avangrid's Electronic Devices or Cyber-Infrastructure.

3. Monitoring

- 3.1 Avangrid reserves the right to use monitoring controls, including software, to ensure compliance with these Acceptable Use Requirements document, and to record and/or monitor one or more Users' Electronic Devices and resources, e-mails and/or internet activity in accordance with regulatory and legal requirements.
 - a. This includes the right to monitor, intercept, access, record, disclose, inspect, review, retrieve, print, recover or duplicate, directly or through third parties designated for such purpose, any information/data contained on and any uses of the Electronic Devices and Cyber-Infrastructure. Avangrid may store copies of such information/data for a period of time after they are created and may delete such copies from time to time without notice. Users consent to such monitoring by acknowledging these requirements and using the Electronic Devices and Cyber-Infrastructure.
 - b. Accordingly, Users should not harbor any expectation of privacy in respect to the use of Avangrid Electronic Devices or Cyber-Infrastructure and should not consider the data contained on them as private.
- 4.2 Monitoring may take place at any time and without the need to notify or inform the User in advance, taking into consideration legal or regulatory limitations, where applicable.

4. Non Compliance

Violation and non-conformance to this guidance by third party workers may result in appropriate actions, including contract termination.

APPENDIX A

Personal Information Processing Purposes and Details

Personal Information Categories: The Agreement involves the following types of personal information, as defined and classified in CCPA

Personal	Examples	Processed under
Information	Examples	this Agreement
Category		
A. Identifiers.	A real name, alias, postal address, unique personal identifier, online identifier, Internet Protocol address, email address, account name, Social Security number, driver's license number, passport number, or other similar identifiers.	YES/NO
B. Personal information categories listed in the California Customer Records statute (Cal. Civ. Code § 1798.80(e)).	A name, signature, Social Security number, physical characteristics or description, address, telephone number, passport number, driver's license or state identification card number, insurance policy number, education, employment, employment history, bank account number, credit card number, debit card number, or any other financial information, medical information, or health insurance information. Some personal information included in this category may overlap with other categories.	YES/NO
C. Protected classification characteristics under California or federal law.	Age (40 years or older), race, color, ancestry, national origin, citizenship, religion or creed, marital status, medical condition, physical or mental disability, sex (including gender, gender identity, gender expression, pregnancy or childbirth and related medical conditions), sexual orientation, veteran or military status, genetic information (including familial genetic information).	YES/NO
D. Commercial information.	Records of personal property, products or services purchased, obtained, or considered, or other purchasing or consuming histories or tendencies.	YES/NO
E. Biometric information.	Genetic, physiological, behavioral, and biological characteristics, or activity patterns used to extract a template or other identifier or identifying information, such as fingerprints, faceprints, and voiceprints, iris or retina scans, keystroke, gait, or other physical patterns, and sleep, health, or exercise data.	YES/NO
F. Internet or other similar network activity.	Browsing history, search history, information on a consumer's interaction with a website, application, or advertisement.	YES/NO
G. Geolocation data.	Physical location or movements.	YES/NO
H. Sensory data.	Audio, electronic, visual, thermal, olfactory, or similar information.	YES/NO
I. Professional or employment-	Current or past job history or performance evaluations.	YES/NO

related information.		
J. Non-public education information (per the Family Educational Rights and Privacy Act (20 U.S.C. Section 1232g, 34 C.F.R. Part 99)).	Education records directly related to a student maintained by an educational institution or party acting on its behalf, such as grades, transcripts, class lists, student schedules, student identification codes, student financial information, or student disciplinary records.	YES/NO
K. Inferences drawn from other personal information.	Profile reflecting a person's preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.	YES/NO

Sensitive Personal Information Category	Processed under the Agreement
Social security, driver's license, state identification	YES/NO
card, or passport number.	
Log-in, financial account, debit card, or credit card number in combination with any required security	YES/NO
or access code, password, or credentials allowing access to an account.	
Precise geolocation.	YES/NO
Racial or ethnic origin, religious or philosophical beliefs, or union membership.	YES/NO
Mail, email, or text messages contents not direct to CUSTOMER	YES/NO
Genetic data.	YES/NO
Unique identifying biometric information	YES/NO
Health information	YES/NO

Schedule E

Connecticut Privacy Act Clauses for Processors

- 1. Definitions. The following definitions and rules of interpretation apply in this Schedule:
 - a. "Agreement" has the meaning set forth in the Rider.
 - b. "Connecticut Privacy Act" means Connecticut Act Concerning Personal Data Privacy and Online Monitoring (Public Act No. 22-15). Terms defined in the Connecticut Privacy Act, including personal data and processing, carry the same meaning in this Schedule.
 - c. "CUSTOMER" has the meaning set forth in the Rider.
 - d. "Rider" means the Privacy and Data Security Rider to which this Schedule is appended.
 - e. "VENDOR" has the meaning set forth in the Rider.
- 2. Scope of Application

This Schedule applies only where, and to the extent that, VENDOR processes personal data that is subject to the Connecticut Privacy Act on behalf of CUSTOMER in connection with the Agreement.

- 1. Personal data processing by VENDOR
 - a. The instructions for the processing of the personal data, the nature and purpose of the processing of the personal data, the type of personal data subject to the processing and the duration for the processing are set forth in section (d)(ii) of the Rider.
 - b. The rights and obligations of CUSTOMER and VENDOR with respect to the processing of personal data are set forth in the Rider and this Schedule.
- 2. Processor's Connecticut Privacy Act Obligations
 - a. VENDOR will ensure that each person processing personal data is subject to a duty of confidentiality with respect to the data.
 - b. At CUSTOMER'S direction, VENDOR shall delete or return all personal data to the CUSTOMER as requested at the end of the provision of the services, unless retention of data is required by law.
 - c. Upon reasonable request from CUSTOMER, VENDOR shall make available to CUSTOMER all information in its possession necessary to demonstrate the processor's compliance with the obligations in sections 1 to 11, inclusive, of the Connecticut Privacy Act.
 - d. VENDOR shall, allow, and cooperate with, reasonable assessments by CUSTOMER or CUSTOMER'S designated assessor, or the VENDOR may, at its own cost, arrange for a qualified and independent assessor to conduct an assessment of the VENDOR'S policies and technical and organizational measures in support of the obligations under sections 1 to 11, inclusive, of the Connecticut Privacy Act, using an appropriate and accepted control standard or framework and assessment procedure for such assessments, and provide a report of such assessment to CUSTOMER upon request.
- 3. Subcontracting
 - a. If CUSTOMER authorizes VENDOR to engage subcontractors in accordance with the terms of the Agreement and the Rider, any subcontractor engaged by VENDOR to process personal data shall be engaged pursuant to a written contract that requires the subcontractor to meet the obligations of VENDOR with respect to personal data.
- 2. Connecticut Privacy Act Warranties

a. VENDOR will comply with all applicable requirements of the Connecticut Privacy Act when processing personal data.

Schedule I Contractor Background Check Requirements

Domestic Background Checks

Contractor, at its expense, shall conduct a background check for each employee, agent, representative, contractor, or independent contractor (collectively, "Representatives"), as well as for the Representatives of its subcontractors, who will provide work or services to the Company or who will have access to Company computer systems, either through on-site or remote access (collectively, "Contractor Representatives"). Contractor Representatives, for the purpose of this requirement, include such temporary staff as office support, custodial service, and third party vendors used by Contractor to provide, or assist in the provision of, work or services to the Company hereunder. Contractor's obligations with respect to required background checks shall include those obligations specified for Contractor in the Customer –Contractor Background Check Rule, as such Rule may be revised and\or supplemented from time to time, which Policy is incorporated herein and made part of this Agreement by reference (the "Rule"). Background checks are to be conducted using the Contractor's background check vendor consistent with the process developed with the Company under this Agreement. The minimum Background Check process shall include, but not be limited to, the following checks:

- a. Social Security Number Verification
- b. Motor Vehicle Report
- c. Prohibited Parties Database Search\Debarment Lists
- d. County Criminal History Search in each county where a Contractor or Contractor Representative has resided during the seven (7) years preceding the search.
- e. National Sex Offender Registry.

The Background Check must be completed prior to initial access by Contractor Representative(s) and must, at minimum, meet the criteria specified in this Rule and be repeated every two (2) years for Contractor(s) and Contractor Representative(s) under continuing engagements. Any Contractor Representative who separates employment or other commercial relationship with the Contractor must undergo another Background Check prior to renewed access to the Company. The Company Department charged with managing the relationship with the Contractor hereunder (the "Company Liaison.") shall have the right to require more frequent Background Checks of Contractor Representatives or to require checks from other or additional sources than those listed above, and shall have the right to require that the Contractor furnish Background Check results to them. The Company reserves the right to audit Contractor's Background Check process using either a third-party auditor or representatives from the Company's Audit Department or the Company Liaison. All Contractor Representatives are responsible to self-disclose any misdemeanor or felony conviction(s) that occur during the course of their assignment hereunder

within three (3) business days of the conviction. The conviction must be reported to the Contractor and the Company Liaison. If reported first to the Contractor, the Contractor shall notify the Company Liaison and the Company Director of Security within three (3) days of learning of the conviction. If, at any time during the term of this Agreement, it is discovered that any Contractor Representative has a criminal record that includes a felony or misdemeanor conviction, the Contractor is required to inform the Company Liaison who will assess the circumstances surrounding the conviction, time frame, nature, gravity, and relevancy of the conviction to the job duties to determine whether the Contractor Representative will be placed on, or continue in, the assignment with the Company, and consistent with, and to the extent permitted by, applicable state law. The Company may withhold its consent in its sole and absolute discretion. The failure of the Contractor to comply with the terms of this provision shall constitute good cause for termination of this Agreement by the Company, in whole or in part.

Foreign Background Checks

Contractor, at its expense, shall conduct a background check for each employee, agent, representative, contractor, or independent contractor (collectively, "Representatives"), as well as for the Representatives of its subcontractors, who will provide work or services to the Company or who will have access to Company computer systems, either through on-site or remote access (collectively, "Contractor Representatives"). Contractor Representatives, for the purpose of this requirement, include such temporary staff as office support, custodial service, and third party vendors used by Contractor to provide, or assist in the provision of, work or services to the Company hereunder. Contractor's obligations with respect to required background checks shall include those obligations specified for Contractor in the Customer —Contractor Background Check Rule, as such Rule may be revised and\or supplemented from time to time, which Rule is incorporated herein and made part of this Agreement by reference (the "Rule"). Background checks are to be conducted using the Contractor's background check vendor consistent with the process developed with the Company under this Agreement. The minimum Background Check process shall include, but not be limited to, the following checks:

NERC CIP Access. If applicable (i.e., when IUSA determines that the Contractor engagement is such that compliance with NERC CIP Standards is required), the background check needs to include an identity verification and 7-year criminal history check as more particularly set forth below.

- For someone who has resided and/or worked outside of Spain in the last 7 years, the
 contractor should perform an International Background Check to show the absence or
 existence of a criminal record. International background checks should verify known data
 such as employment, education, criminal and civil records, travel and immigration records,
 as well as address and identity verification
- For someone who has resided and worked only in Spain for the last 7 years, their passport and recent Criminal Record Certificate from the Spanish Ministry of Justice is sufficient (assuming it shows the absence of a criminal record).
- Due to EU privacy rules, the Criminal Record Certificate can only be supplied to the
 applicant after proof of identify. The Certificate certifies the absence or existence of a
 criminal record. If the applicant is not willing to obtain and provide the Certificate, an
 International Background Check should be conducted.

Non CIP Access. To comply, the background check needs to include the following:

- For someone who has resided and/or worked outside of Spain in the last 7 years, the vendor should include identity verification and perform an **International Background Check** to show the absence or existence of a criminal record. The international background check should verify known data such as employment, education, criminal and civil records, travel and immigration records, as well as identity.
- For someone who has resided and worked only in Spain for the last 7 years, a **certificate duly signed** by the vendor is sufficient if it states that its employee(s) assigned to work for Customer (i) are duly affiliated to the Spanish Social Security and (ii) have the necessary academic and professional experience.

The Background Check must be completed prior to initial access by Contractor Representative(s) and must, at minimum, meet the criteria specified in this Rule and be repeated every two (2) years for Contractor(s) and Contractor Representative(s) under continuing engagements. Contractor Representative who separates employment or other commercial relationship with the Contractor must undergo another Background Check prior to renewed access to the Company. The Company Department charged with managing the relationship with the Contractor hereunder (the "Company Liaison") shall have the right to require more frequent Background Checks of Contractor Representatives or to require checks from other or additional sources than those listed above, and shall have the right to require that the Contractor furnish Background Check results to them. The Company reserves the right to audit Contractor's Background Check process using either a third-party auditor or representatives from the Company's Audit Department or the All Contractor Representatives are responsible to self-disclose any Company Liaison. misdemeanor or felony conviction(s) that occur during the course of their assignment hereunder within three (3) business days of the conviction. The conviction must be reported to the Contractor and the Company Liaison. If reported first to the Contractor, the Contractor shall notify the Company Liaison and the Company Director of Security within three (3) days of learning of the conviction. If, at any time during the term of this Agreement, it is discovered that any Contractor Representative has a criminal record that includes a felony or misdemeanor conviction, the Contractor is required to inform the Company Liaison who will assess the circumstances surrounding the conviction, time frame, nature, gravity, and relevancy of the conviction to the job duties to determine whether the Contractor Representative will be placed on, or continue in, the assignment with the Company, and consistent with, and to the extent permitted by, applicable state law. The Company may withhold its consent in its sole and absolute discretion. The failure of the Contractor to comply with the terms of this provision shall constitute good cause for termination of this Agreement by the Company, in whole or in part.

Contractor Certification Form	Contractor	Certification	Forn
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The undersigned agent of		certifies that the employees, contractors, or subcontractors
listed below meet the requ	irements ag	reed to.

It is the responsibility of the vendor to notify Customer of all personnel changes to include additions as well as voluntary or involuntary terminations. Additions and voluntary terminations are to be communicated within seven (7) calendar days and involuntary terminations must be communicated immediately.

Employee Name	Employer	Date of Last Background Check

Further, I attest that the employees, contractors, or subcontractors listed above working for Customer are in good standing and have been in good standing since their last background check.

[End of Schedule I – Background Check Requirements]

SCHEDULE J AVANGRID NETWORKS CONTRACTOR SAFETY GUIDE

Please see attached document below



Avangrid Networks Contractor Safety Guide

ANHS-SOP-021





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1. INTRODUCTION

Avangrid Networks (Berkshire Gas, Central Maine Power, Connecticut Natural Gas, Maine Natural Gas, New York State Electric & Gas, Rochester Gas & Electric, Southern Connecticut Gas and The United Illuminating – the "Company") Contractor Safety Guide defines the safety requirements that contractors, subcontractors and agents must adhere to in order to perform work at Company facilities, properties or work sites. These Contractor Safety Work Rules set forth the Company's minimum expectations on the safety standards and policies of its contractors. Use and reference to this document will provide Contractors with clear expectations and will enable Company Contractors to share in Avangrid Networks' vision to be a world-class safety organization with zero injuries every day.

It is expected that all contractors who perform work for the Company comply with all federal, state and local laws and regulations governing workplace safety. This includes work authorized to take place at any Company facility, property, designated work site or construction site. Company policies may exceed the requirements of federal, state and local regulatory agencies, and are in addition to any procedures, policies, guidance, and/or work instructions of the contractor.

This document represents policies and safety-related work methods that are unique to the Company and that may go beyond OSHA rules. Contractors must follow these requirements as well as their own rules that meet or exceed OSHA and other regulatory requirements.

Use and reference to this document will provide Contractors with clear expectations and will enable Company Contractors to share in Avangrid Networks' vision to be a world-class safety organization with zero injuries every day.

These Contractor Safety Requirements shall be reviewed and at least annually and updated as necessary, as a result of a change in safety regulations or Company policies or procedures.

Questions regarding this procedure should be referred to Avangrid Health and Safety.

2. CONTRACTOR RESPONSIBILITIES

During the performance of any work at AVANGRID facilities, properties or work sites:

- 2.1. Contractors are and shall remain an independent contractor.
- 2.2. Contractors are responsible for their own safety compliance. Nothing stated in this Contractor Safety Guide shall relieve Contractors of their responsibility for the safety of its employees and public.
- 2.3. Contractors shall at all times comply with (1) all federal, state, and local safety and health requirements, (2) these Contractor Safety Guide work rules, and (3) its own safety procedures, policies, guidance, and/or work instructions.
- 2.4. Contractors shall inform its employees, subcontractors, and agents of these Contractor Safety Guide work rules prior to the commencement of any work, and shall at all times

- be responsible for ensuring its employees, subcontractors, and agents comply with these Contractor Safety Guide work rules.
- 2.5. Contractors shall be responsible for keeping up-to-date with all changes to federal, state, and local safety and health requirements, and for communicating any such changes to its employees, subcontractors, and agents.
- 2.6. Contractors shall be responsible for communicating any changes to these Contractor Safety Guide work rules, as from time to time may be provided by the Company, to its employees, subcontractors, and agents.
- 2.7. Contractors shall be responsible for informing The Company of any changes to its own safety procedures, policies, guidance, and/or work instructions.
- 2.8. Contractors shall at all times comply with all Company guidance, specific work instructions, site-specific rules, and/or health and safety plans.
- 2.9. Contractors are required to immediately report to the Company (within 24 hours of occurrence) all accidents, injuries and incidents, including near misses, no matter how insignificant using Avangrid's form (ANHS-FOR-020D).
- 2.10. Contractors are required to ensure its employees, subcontractors, and agents are aware (1) of who to contact in case of an emergency and (2) that all accidents, injuries and incidents must be reported immediately (within 24 hours of occurrence) to their Company representative.
- 2.11. Contractors shall investigate and report on all accidents, injuries and incidents, including near misses, to the Company within five (5) days of each occurrence, which a written report generated and submitted to a Company representative and shall include a root cause analysis and a list of all corrective actions using Avangrid's form (ANHS-FOR-020D).
- 2.12. All written investigation reports are subject to review by the Company.
- 2.13. In the event any contractor is ever informed by a third party or has reason to suspect that it is not in compliance with any of the foregoing, it shall immediately notify Company (within 24 hours of discovery) of such noncompliance, and take all appropriate action to remedy such noncompliance to the Company's satisfaction.
- 2.14. Neither compliance with these Contractor Safety Guide work rules nor the Company's approval of any actions or procedures of contractors shall relieve contractors of its obligation to always use due care in performing work and to take any additional and necessary precautions to prevent injury, or property damage. Contractors shall ensure safe work practices are employed throughout the course of the project.

3. ADMINISTRATIVE SAFETY REQUIREMENTS

3.1. Pre-Bid Meetings

This section applies to all Contractors, as needed.

The pre-bid meeting is coordinated by the Company to provide bidders with an opportunity to acquaint themselves with contractual requirements and specific safety issues concerning the project, including Company-specific safety rules and known site

conditions. Pre-bid meetings may be held for some – but not necessarily all – projects, and will be held when determined necessary by the Company.

3.2. Worker Qualification Assurance

This section applies to all Contractors, as needed.

In order to meet Company safety requirements, the Contractor must describe how workers, including subcontractors, are qualified. The Contractor must supply information concerning the type of skills assessment performed, training programs, and how they ensure that employees demonstrate competencies. The Company reserves the right to verify Contractor competency.

The Contractor shall certify that:

- The Contractor has been informed of Company safety requirements;
- Employees and subcontractors have the appropriate qualifications to perform the work; and
- The Contractor agrees to comply with all applicable safety requirements.

The certification shall be in the form of a Letter of Assurance.

The bidder shall supply the background and qualifications for all management personnel through resumes, behavioral observations or other documents. The Company shall interview and approve management personnel if considered necessary.

Contractors bidding on new work shall provide this information to the Company contact or through ISNetworld.

3.3. Project Safety Plan

This section applies to high or medium risk work in detail commensurate with the scope of the project.

Contractors who perform medium or high risk-ranked contracted services shall submit a project-specific safety plan prior to the start of the project and/or at the pre-construction meeting. The Company representative will provide specific requirements of the format and/or forms to be completed.

At a minimum, the project safety plan shall include a completed safety hazards checklist and the Emergency Contact Sheet. This format is ideal for short-duration, small and/or simple projects. This minimum safety plan shall be referred to as the SHORT VERSION.

Long-term, large and/or complicated projects require the Contractor to complete a more detailed safety plan. This plan shall be referred to as the LONG VERSION. At a minimum, the LONG VERSION safety plan shall include the following elements:

- Roles and responsibilities
- Scope of work
- Task and hazard identification and risk assessment of the hazards
- Hazard mitigation/control procedures and work methods
- Incident analysis and reporting
- Compliance and monitoring
- Roles and Responsibilities

The plan shall identify who will be responsible for the project oversight and their qualifications. For example, if the work requires excavation, there must be someone on-site who would be qualified as a competent person as required by OSHA standard.

For multi-employer work-sites, the general Contractor is responsible for all their employees and subcontractors. The safety plan shall clearly state this responsibility.

<u>Scope of Work</u> - Briefly state the scope of work as provided by the Company. The plan must specifically address the project or contracted services requested by the Company. Therefore, the scope should be short and to-the-point.

<u>Task Hazard Identification and Risk Assessment</u> - The Contractor shall identify all significant tasks and the anticipated hazards. The Company refers to this process as a risk assessment.

The Contractor's cost to provide adequate safety measures and to comply with Company requirements must be considered and budgeted in the bid/proposal.

<u>Hazard Mitigation Procedures and Work Methods</u> - For each hazard, the Contractor shall specify measures that will be taken to mitigate these hazards. A table format is the simplest way to organize and present the task, hazard and mitigation steps. For example:

Location: Substation Yard

Task	Hazard	Mitigation Steps
Material Handling	Contact with overhead energized lines / equipment	Off load in the clear and have a safety observer present

<u>Incident Analysis and Reporting</u> - Follow the requirements referenced in this document.

<u>Compliance Monitoring</u> - Explain how you will ensure that both your employees and subcontractors will achieve safety compliance.

4. CONTRACTOR ORIENTATION

This section applies to all Contractors, as needed.

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4.1. <u>Contractor Orientation</u> shall be conducted by a Company Representative, and is intended to serve as a resource in order to provide the Contractor with the tools necessary to educate their employees and subcontractors. The session is not intended to train the Contractor management, their employees or their subcontractors. The extent and content of the orientation session shall be determined by the Company and shall be commensurate with the scope and type of the Contractor's activities. The Contractor shall provide management representation at the orientation session.

After the completion of the orientation session, the Contractor shall certify in writing that:

- The Contractor has been informed of Company safety requirements:
- Employees and subcontractors have the appropriate qualifications to perform the work; and
- The Contractor agrees to comply with all applicable safety requirements.

The certification shall be in the form of a "Letter of Assurance", printed on the Contractor's letterhead, signed by a principal of the Contractor, and delivered to the Contractor's Company contact, or ISNetworld participants will upload this letter into ISNetworld to meet this requirement.

4.2. Information Transfer

As referenced in OSHA 1910.269(a)(3) and (a)(4), before work begins, the appropriate Company User's Representative shall provide the Contractor access to the follow information:

- The existing characteristics and conditions of the Company installations that are related to the safety of the work to be performed;
- Information about the design and operation of the Company installations that the Contractor needs;
- Arc flash studies;
- Ground fault studies;
- Voltage levels for tree trimming operations; and
- Danger poles tagging.

As referenced in OSHA 1910.269(a)(3), the Contractor shall ensure that each of its employees is instructed in hazardous conditions relevant to the work, and the Contractor shall advise the Company of any hazardous conditions found before and during the work.

5. GENERAL SAFETY REQUIREMENTS

5.1. Pre-Construction Meetings

This section applies to medium or high risk-ranked projects or activities.

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5.1.1. Pre-Construction Meeting Guidelines

The Project Manager, Company Construction Supervisor or other designated User's Representative shall hold a pre-construction (project kickoff) meeting prior to the start of a medium or high risk-ranked project/service. Other attendees may include Company Health and Safety, Environmental, or Contractor management as needed.

The Contractor's Project Safety Plan will be discussed at this meeting, including a final review of the safety hazards checklist to ensure a proper hazard mitigation plan.

These hazard mitigation measures shall be reviewed, and work shall not commence, until these hazards have been adequately mitigated. The Owners Representative, or other User's Representative, will discuss with the Contractor the methods by which compliance will be achieved with Company safety requirements.

An Emergency Call List shall be exchanged with the Contractor. This list must contain 24-hour contact information for key Contractor and project personnel, including Owner's Representative and Safety Specialists. This list should be distributed to all concerned, as determined by the project team, prior to the start of work.

For routine contracted maintenance services, a review of associated safety issues and specific facility issues, restrictions or practices, such as evacuation procedures, must be discussed with the Contractor upon initial hiring. Any changes in the facility that may affect the safety of Contractor, Company employees or third parties must be communicated immediately.

5.1.2. Required Meeting Documents

The User shall document the meeting proceedings using the referenced Attendance Roster and Meeting Agenda:

- Attendance Roster (ANHS-FOR-020B): The participants shall print their names, phone numbers, and Company name on the Attendance Roster.
- Meeting Agenda (ANHS-FOR-020A): The meeting agenda checklist covers safety topics. A second page is provided to include action items and other significant issues identified during the course of the meeting.

5.2. Related Documents

Related documents may be used during the Pre-Construction Meeting as appropriate. This section explains their purpose.

<u>Contractor Safety Requirements</u>: The User is responsible for ensuring that the Contractor has a copy of the most current **Contractor Safety Guide** (ANHS-SOP-021). This document provides detailed guidance to the Contractor regarding Company safety performance expectations. The most current electronic copy can be obtained from your Avangrid contact and/or the ISN website.

<u>Emergency Contact Sheet</u>: This document can be used as by the User and Contractor to record key contact and emergency contact information.

5.3. Safety Meetings

This section applies to all Contractors, as-needed.

The Contractor shall have regular monthly (or more frequent) safety meetings with documented attendance of their employees and subcontractors.

Minutes of the safety meetings shall be documented in writing, and shall be available for inspection by the Company during the project period and for 30 days after the project is completed.

Weekly safety meetings/calls between the Company and Contractor management are required for all high-risk work. These meetings shall focus purely on safety.

5.4. Job Safety Briefs or Dynamic Risk Assessments

This section applies to all Contractors, as-needed.

Job safety briefs shall be documented in writing. Written job safety briefs, on the Contractor letterhead, shall be available at the job site for inspection, and retained for 30 days after the job is completed.

Each crew shall conduct these job safety briefs or dynamic risk assessments prior to each day's work, when there are changes to the work order or plan, and when a new worker joins the crew.

Each worker must have the opportunity to voice concerns. The work cannot begin until each worker signs off on the job safety brief stating that they have discussed the work and agree with the plan.

5.5. Incident Analysis

This section applies to all Contractors (regardless of risk ranking).

All Contractors are required to report to the Company, any work-related incidents involving injury or illness to employees or the public, or property damage to the Contractor's or Company's equipment. The first priority is to ensure that the injured receive medical treatment. The Company will provide the Contractor with the Contractor Incident Report (ANHS-FOR-020D) during the pre-construction meeting.

The Company contact will explain these reporting requirements in more detail prior to commencement of work.

An incident is defined as an event that has a human component, and results in, or could potentially result in, at least one of the following outcomes:

- Injury incidents that cause harm to people;
- Property Damage incidents that cause damage to property;
- Adverse Public Impact incidents that disrupts service to the public or results in adverse public reaction; or
- Near-Miss an incident which had the potential under different circumstances to result in an injury.

A <u>hazardous condition</u> is defined as a condition that can and is rectified immediately by the person who identified the hazard.

A <u>significant hazard</u> is defined as a condition that requires others to take actions to rectify and requires further investigation as to how the situation came to occur.

5.5.1. <u>Incident Response Steps</u>

In the event of an incident, the Contractor shall provide details of the incident to the Company that follows the steps below, using the **Contractor Incident Report** (ANHS-FOR-020D).

The Contractor supervisor collects basic information about the incident from the employee or witnesses:

- What happened?
- Who and how many people were injured?
- What treatment was administered?
- What was the nature and seriousness of the injury?
- Where did the incident occur?
- When did the incident occur (date, time of day)?
- What was the cause of the accident?
- What type of work was performed?
- Were there any witnesses?

The Contractor shall conduct an investigation and provide a written report to the Owners Representative and Company Health and Safety for review and entry into the Cintellate Incident Data Management System.

The Contractor will then conduct an investigation that will identify contributing factors relating to the incident and the corrective actions that will be taken to prevent reoccurrence. The Contractor will notify the Owners Representative and Company Health and Safety when any action items have been completed. The

results of the incident investigation shall be described in a report prepared by the Contractor and provided to the Company.

Contractor vehicle accidents occurring during the performance of work will also be investigated and reported to the Owner's Representative and Company Health and Safety.

5.6. Other Reporting

Company requires the following monthly data for all work activities related to Company operations:

- OSHA Recordable Incident Rate (OIR)
- Lost Time Incident Rate (LTIR)
- Restricted Work Rate
- Number of near misses
- Number of workers
- Number of hours worked

5.7. First Aid / Medical Treatment

Contractors shall be responsible for the medical needs of its employees and its agents. Contractors must be prepared for any type of medical emergency that may occur on the work site. At a minimum, contractors must be equipped with first aid kits fully stocked to handle any type of medical emergency, and shall have procedures in place to transport its employees or agents to nearby medical treatment centers in the event of any employees or agents are injured at the work site.

5.8. Alcohol, Drugs, and Firearms

Under no circumstances may any alcoholic beverages (including those labeled "non-alcoholic"), controlled substances (except for drugs prescribed by a licensed medical professional), or firearms (including when otherwise permitted by law) be allowed on Avangrid facilities, properties or project work sites, including any parking lots. No individual selling, using, or under the influence of alcohol and/or drugs shall be allowed on Avangrid facilities, properties, or work sites. Anyone found with alcohol, drugs or firearms will be removed from the property. The only exception to this rule is that uniformed, government police personnel may carry firearms to the extent permitted by law.

5.9. Smoking

Smoking is strictly prohibited in all AVANGRID facilities and vehicles.

5.10. Housekeeping

Contractors shall be responsible for keeping the work site neat, clean, and free of any debris, trash, and hazards. Contractors shall store any materials or equipment on the work site in a neat and orderly fashion. Contractors shall routinely patrol the work site to ensure it is properly maintained, which, at a minimum, must be performed at the end of each shift.

5.11. Personal Protective Equipment (PPE) Requirements – General

This section applies to all Contractors (regardless of risk ranking).

It is the Contractor's responsibility and obligation to ensure that appropriate PPE is used. The following requirements are for reference by the Contractor but in no way absolve the Contractor from its responsibilities regarding PPE.

Basic PPE attire at construction sites and other similar work zones include, at a minimum:

- Clothing suitable for the work and the conditions under which the work is to be performed. Fire retardant (FR) clothing shall be worn when the contractor is exposed to flash hazard (8 calorie/cm2 minimum).
- Safety glasses (including side shields) meeting the ANSI Z87 standard shall be worn on all sites.
- Protective gloves or other hand protection when exposed to hazards that may cause cuts or lacerations, abrasions, punctures; chemical burns, thermal burns or that may be absorbed through the skin.
- Safety hard hats approved for protection against electrical hazards during any
 work wherever an overhead hazard exists, such as construction areas and
 substations and during maintenance of overhead lines and underground lines,
 and while working on or with all associated equipment.
- Approved high-visibility warning garments must be worn whenever contractors are working on or adjacent to roads and exposed to moving equipment.
- Safety footwear with a protective toe must be worn whenever contractors are
 working in areas where there is a danger of foot injuries due to falling and rolling
 objects or objects piercing the sole. Approved electrical hazard, safety footwear
 with a protective toe must be worn whenever contractors are working in areas
 where its employees' feet are exposed to electrical hazards.

The Contractor shall ensure that their employees and subcontractors use protective safety toe footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects, or objects piercing the sole, and where such employee's feet are exposed to electrical hazards. Electrical Hazard (EH) rated footwear is required when entering all substations, working on or around electrical equipment over 50 volts, or in an area of expected downed wires. This requirement is based on OSHA 1910.136 and ASTM standard F-2413-05.

Guidance for additional PPE is referenced in other sections of this document.

5.12. Life Jackets

Contractors must provide its employees with a U.S. Coast Guard-approved life jacket or buoyant work vest whenever contractors are working in areas where there is the potential for falling into a river, lake, forebay, and headwater or where the danger of drowning exists. Such jackets or vests must be worn at all times and fastened properly to ensure adequate protection.

5.13. Site Office Trailers

All site office trailers shall be located on stable ground and located in a manner that does not interfere with site activities. All office trailers shall be kept level at all times. Office trailers shall be secured to the ground in order to prevent rollover during high winds. Access and egress shall be by means of OSHA approved steps and or platforms. All office trailers shall be equipped with fire extinguishers properly mounted on a wall near the door.

5.14. Hazardous Substances

Polychlorinated Biphenyls (PCBs), asbestos, lead, and other hazardous substances may be present on or at AVANGRID facilities, properties and work sites. Avangrid will provide contractors with information regarding the known presence of any hazardous substances in areas where the contractor is expected to perform work for AVANGRID. Contractors shall be responsible for establishing training and information programs for its employees and agents with respect to any such hazardous substances, and for ensuring its own compliance with the Occupational Safety and Health Administration's (OSHA) Hazard Communication Standard (HCS) (29 CFR § 1910.1200). Contractors must immediately notify Avangrid of any suspect or questionable substances encountered during any work performed for Avangrid, and ensure that all appropriate precautions with respect to such substances, including informing and training its employees or agents, have been taken prior to continuing any work.

5.15. <u>Hot Work</u>

Hot Work is any work that produces a flame, spark, or excessive heat and includes the use of burning or welding equipment, brazing equipment, explosives, open flames, grinders, and powder-actuated tools. Contractors must coordinate their activities with the AVANGRID Safety Department prior to commencing any Hot Work. Contractors must conduct a hazard assessment, demonstrating what appropriate actions will be taken to prevent the ignition of combustible and flammable materials, such as the use of welding tarps and fire watches, and ensuring an adequate number of fire extinguishers are readily available at the site where the Hot Work is to be performed. In all events, any Hot Work must conform to **29 CFR 1910 subpart Q**.

5.16. Tools and Equipment

Contractors shall be responsible for providing the tools and equipment appropriate for the work that is to be performed. AVANGRID will not provide or lend tools or equipment to any contractors. All tools and equipment used at the work shall be maintained in a safe and operable condition and must at all times be used as designed and in accordance with the manufacturer's instructions. Under no circumstances may any tools or equipment be used that have had any safety guards or other devices removed, defeated or compromised in any way. *Metal tape measures shall not be used near energized equipment or inside substations at any time.* Power-operated hand tools shall be used in accordance with *29 CFR 1926.302*.

5.17. GFCI

All electrical tools, lights and extension cords used outside or in damp locations must be insulated, isolated, or GFCI protected, and, in all instances, must conform to **29 CFR 1926.404**.

5.18. Nail Guns and Powder-Actuated Tools

Only individuals who have been trained in the operation of the particular tool in use shall be allowed to operate a powder-actuated tool. Powder-actuated tool must be tested each day before loading to confirm that its safety devices are in proper working condition. In order to prevent striking an unintended object or person, all nail guns, Hilti guns and other similar tools must be used in such a manner that ensures the projected fasteners do not miss or penetrate the intended striking surface, which includes taking reasonable precautions to ensure that fasteners do not become airborne projectiles. Such precautions include, but are not limited to, directing the line of fire away from other persons (including passersby), preventing access to the opposite side of any striking surface (such as walls), and preventing access within 20 feet to any use of powder-actuated tools. All power-actuated tools used by contractors shall meet the requirements of ANSI A10.3-1970, and any use of power-operated hand tools at AVANGRID's work sites shall conform to 29 CFR 1926.302.

5.19. Ladders

Only ladders constructed of fiberglass may be used in and around electrical equipment, including during any work at AVANGRID's substations. Ladders must always be properly positioned on a stable base. All straight and extension ladders must be tied off at the top and bottom or footed by another person. Step ladders may only be used in the fully open position with the spreader brackets locked in place. All use of ladders must be in accordance with manufacturer's instructions, and no person may stand or sit on the steps or platforms on which standing or sitting is prohibited. All ladders used by contractors and all use of ladders at AVANGRID's work sites shall conform to 29 CFR 1926.1050-1926.1060.

5.20. Scaffolding

Prior to the commencement of any project or contracted work, contractors must establish with AVANGRID a competent person(s), and provide credentials supporting his/her competency, to oversee all aspects of any scaffolding that may be used at the work site. Comprehensive fall protection measures shall be maintained at all times during the erection of any scaffolding at AVANGRID's work sites, unless the person established by the contractor (or other competent person) concludes, and maintains documentation describing his or her conclusion, that using 100% fall protection or other restraint measures is not feasible or creates greater hazards, in which case contractors shall utilize as close to 100% fall protection or restraint measures as possible based on the conclusions set forth in such documentation. Unless validated by the person established by the contractor (or other competent person), who must be a "qualified person" as defined by 29 CFR 1926.450 and must maintain all documentation supporting his or her conclusion, scaffold components may not be used for fall protection or restraint anchorage points. The person established hereunder shall inspect all scaffolding and associated components at least once prior to each work shift, from the time scaffold erection has begun until scaffold dismantling is completed, and, if necessary, shall be responsible for affixing signs, tags or equivalent markings means to conspicuously indicate whether the scaffolding is safe to use or not safe to use. Any transfer of the established person's responsibility hereunder must be coordinated and clearly noted among AVANGRID and other parties involved. All scaffolds used by contractors and all use of scaffolds at AVANGRID's work sites shall conform to 29 CFR 1926 subpart L.

5.21. Rigging and Hoisting

Tag lines must be used any time lifting devices are used to handle or transport loads, except during times where there is any risk of tag lines coming into contact with energized parts. The swing load radius must be kept clear while a suspended load is being moved, and under no circumstances may a load be suspended over people. All lifting devices and its hardware shall be rated, properly maintained and properly connected for its proposed use. No load may be lifted without first determining its weight. Load charts shall be maintained at the work site and be available for AVANGRID's inspection upon request. All rigging and hoisting conducted at AVANGRID's work sites shall conform to 29 CFR 1910.176-1910.184.

5.22. Confined Space Entry (including Enclosed Space Entry)

Contractors shall treat all "confined spaces" as "permit-required confined spaces" (as each are defined under 29 CFR 1910.146) until a written hazard assessment is prepared documenting otherwise. Contractors must coordinate all entry into confined spaces (whether a permit-required confined space or a non-permit-required confined space) with an authorized AVANGRID safety representative, the local facilities/building supervisor, and any other work groups involved in the project to ensure the activities at the work site

do not affect the safety or health of any person. Contractors shall ensure that all practices and procedures utilized with respect to any entry into confined spaces and permit-required confined spaces conform to 29 CFR 1910.146.

5.23. Excavation Safety

Contractors shall ensure that all its employees and subcontractors who engage in excavation and trenching activities are properly trained and supervised. Prior to excavating, the Company shall follow the appropriate Call Before You Dig (CBYD) (CT) or Dig Safe (MA) procedures to obtain a markout of utilities.

- 5.23.1. The competent person in charge shall identify the excavation boundaries and employees shall keep the excavation work within these limits.
- 5.23.2. In New York, any contractor employee(s) involved in excavating into the ground must have completed the Certified Excavator Program through Dig Safely New York, Inc. and have a current certification. In other states, any contractor employee(s) involved in excavating into the ground must have some training from their respective 811 representatives.
- 5.23.3. For all excavations, sloping guidelines for Type C soil shall be used unless onsite competent person is able to determine otherwise (Type A or B). Sloping in Type C soil requires a 1.5 horizontal to 1 vertical ratio. Use sloping or protective systems (shoring, trench box):
 - Any time the walls of excavations and trenches are unstable and have the potential for cave in.
 - Any time the trench is 5 feet or more in depth.
- 5.23.4. Excavated spoils, materials, and equipment shall not be stored closer than 2 feet from the edge of a trench or excavation. Mobile equipment shall not be operated in close proximity to the edge, unless extra precautions are taken to shore or slope the walls back to a stable slope.
- 5.23.5. Supporting systems, (e.g., piling, cribbing, shoring, trench box) shall be designed by a qualified person and meet accepted engineering requirements and be in good serviceable condition. Engineering documentation (Tabulated data) of appropriate ratings shall be available on-site.
- 5.23.6. When employees are required to work in trenches 4 feet deep or more, an adequate means of exit, such as a ladder or steps shall be used and located no more than 25 feet of lateral travel. All ladders used shall extend a minimum of 3 feet above the top of the excavation.
- 5.23.7. A competent person shall inspect the excavation daily and after each rainstorm or when the conditions change.

- 5.23.8. Employees shall not work in excavations in which there is standing or accumulating water, unless authorized by a Competent Person.
- 5.23.9. Do not permit anyone to be under loads handled by power shovels, backhoes, or other material handling equipment.
- 5.23.10. Excavation equipment in proximity to exposed electrical conductors (backhoes, etc.) shall be grounded when applicable.
- 5.23.11.All excavations greater than 4 feet, where a potential hazardous atmosphere may exist, (e.g., swamps, landfills) shall be tested before entering. If the atmosphere is found to be hazardous (e.g., oxygen deficient, combustible gas, carbon monoxide, and hydrogen sulfide gas), mechanical ventilation shall be used to clear the atmosphere and continuous monitoring shall be required.
- 5.23.12. Whenever there is danger of escaping gas, or a potential or confirmed flammable atmosphere an employee will stand by on Fire Watch with an approved fire extinguisher, upwind, near the edge of the excavation.
- 5.23.13. Check excavations for gas before entering trenches or excavations to use welding equipment or other sources of ignition. Use a Combustible Gas Indicator to test for gas
- 5.23.14. When openings or obstructions in the street, on sidewalks, walkways, or in private property are being worked on, danger signals (e.g., barricades, warning signs, flags, or cones) shall be effectively displayed. Approved lights, flasher signals, or reflectors shall be prominently displayed at night. In addition, if the job- site is left unattended, adequate barriers, covers, etc., shall be required. Barricades shall meet MUTCD regulations.
- 5.23.15.All excavating and trenching activities performed at AVANGRID's work sites shall conform to applicable OSHA regulations, including 29 CFR 1926 subpart P.

5.24. Guarding of Holes and Openings

Contractors shall guard or place barricades around temporary openings in floors, walls, excavations, holes or other openings to prevent any inadvertent entry. Covers over or barricades around such openings shall conform to applicable OSHA regulations. Overnight guarding of excavations, holes or other openings must be a minimum of 6' page linked metal fence to prevent any inadvertent entry.

5.25. Work Zone Traffic Control

This section applies to all Contractors, as needed.

If work activity is on or near a road, the Contractor and their subcontractors will comply with all applicable parts of the most current US Department of Transportation's Manual on Uniform Traffic Control Devices (MUTCD).

If working in areas covered by state permits issued to the Company, Contractors are required to comply with the provisions (work practices and notifications) of the permit language.

5.26. Signs, Signals and Barricades

All work areas, whether indoors or outdoors, shall be clearly marked and delineated with appropriate signs, signals and barricades. Any areas restricted to entry by authorized persons will have a conspicuous barrier clearly marked by appropriate "DANGER", "CAUTION" or other signage that (1) clearly notes the nature of the hazard and (2) provides adequate guidance to the reader (the placement of orange cones or signs alone is generally not considered adequate). Any detours, whether for vehicular or pedestrian traffic, shall be clearly marked along the entire route. Contractors are responsible for checking and maintaining all signs, signals and barriers throughout the period of need, and for removing or covering the same when the period of need no longer exists. In the event signs or barriers are not available or their use is not practicable, such as for a momentary hazard exposure, contractors shall position employees to warn others of such hazards. At all times such signs, barriers or signals, shall conform to 29 CFR 1926 subpart G, MUTCD, ANSI Z35.1-1968 and Z35.2-1968, CT DOT and AVANGRID policy.

5.27. Lockout/Tagout

Work performed at AVANGRID facilities or work sites may require the use of a lockout/tagout system. Contractors must coordinate what lockout/tagout system will be used with an authorized AVANGRID safety representative prior to commencing any work that would require such a system, which may include AVANGRID's specific lockout/tagout protocols. All lockout/tagout must conform to 29 CFR 1910.147, 29 CFR 1926.417 and AVANGRID's specific protocols.

6. ELECTRIC SYSTEM SPECIFIC SAFETY REQUIREMENTS

6.1. Flame-Resistant Clothing (FRC) Requirements

This section applies to all Contractors, as-needed.

FRC shall be worn prior to personnel breaching electrical boundaries within work zones & substations, work on energized equipment/lines or when distance and position will expose the worker to electric arc or flame hazards. FRC shall also be worn during live gas work. FRC also includes arc-rated rain gear. This additional ensemble may also be required as part of the job.

FRC shall be worn as the outermost layer of clothing.

FRC shall be worn when workers measure voltages or test or ground electrical equipment or lines.

FRC shall be worn when work requires the use of rubber protective equipment or the use of insulated live line tools.

FRC shall be worn when workers control/operate electrical equipment over 50 volts at the device location or are within 10 feet of equipment which is being physically operated by another worker.

FRC shall be worn where a hazard identification sign is posted.

Contractors shall wear the appropriate FRC when working on or near energized equipment or when distance and position will expose the Contractor to electric arc or flame hazards. For LNG plants, visitors are required to wear FRC prior to entry. Note: Gas Contractor FRC requirements may differ slightly.

FRC shall meet a minimum arc rating of 8 cal/cm² (HRC 2) for energized electrical equipment unless otherwise specified based on increased potential of exposure. The FRC system for HRC 2 shall consist of an arc-rated FR shirt and FR pants, or FR coveralls.

In accordance with "Host Employer" requirements of OSHA 1910.269, the Company will provide guidance on the circuit by circuit arc flash studies. Also see **Section 4.2**.

6.2. Rubber Gloves and Sleeves

This section applies to all Contractors, as-needed.

Rubber glove use is required for work on all electrical apparatus at 50 volts or greater. When working at height, rubber gloves shall be donned before the worker leaves the ground and shall be worn until the worker returns to the ground (commonly referred to as "ground to ground" and "cradle to cradle").

- Class 0 gloves are required for exposures up to 1,000 volts.
- Class 2 gloves are required for voltages between 1,000 and 15,000 volts.

Rubber sleeves must be worn where work is conducted within the minimum approach distances of primary electrical apparatus that is not de-energized, tested and grounded.

For voltages 15 kV and above, workers can use specialized equipment or work practices as long as these workers have been appropriately trained and qualified. The Company may request a letter of assurance from the Contractor.

Rubber glove exceptions for specific jobs (other than those listed in this section) are permitted only with the written approval of the local Company Operations Manager. No rubber gloves are required:

- When working in a properly established equipotential zone.
- When the operator remains at the same potential as the equipment by being off the ground and on the equipment.
- When a qualified worker performs transmission "hot stick" work on lines 69 kV or greater and no other energized wires are on the pole or structure below the worker.
- When work is performed on transmission structures carrying only energized conductors (115kV and above) and the Live Line Techniques are not being employed. While performing these activities, the worker shall utilize conductive clothing such as conductive gloves, conductive boots, leg straps and/or any other applicable conductive clothing.
- When climbing a steel structure to perform structural reinforcements, and while maintaining minimum approach distance from energized conductors or apparatus.
- When climbing a steel structure to access an area that has been properly grounded.

6.3. <u>Isolation of Energized Apparatus</u>

This section applies to all Contractors, as-needed.

Non-Reclosing Criteria and Live-Line Maintenance and Construction:

 The appropriate interrupting devices (breakers, reclosers, circuit switches, etc.) will be placed on NON-RECLOSING in accordance with the Company Switching and Tagging procedures.

6.4. Tagging Out Lines or Apparatus:

The Owner's Representative or other designated representative shall coordinate all switching and tagging in accordance with the most current Company Switching and Tagging procedures.

6.5. Grounding:

When the Company switches out lines or apparatus, any grounds that may be installed shall only be considered a visual reference, and shall not be considered a means to protect the Contractor's employees.

The Contractor is responsible to install their personal grounds, in accordance with all OSHA, Federal, State and local safety procedures.

In accordance with "Host Employer" requirements of 1910.269, the Company will provide guidance on the minimum size of the grounds to be used based on circuit available fault current. Grounding Mobile Equipment:

When mobile equipment requires grounding, it shall be solidly grounded by means of appropriate sized copper cable. The cable shall be fastened to a securely attached clean metallic portion of the equipment, or shall be fastened to a grounding stud provided for the purpose at one end and an adequate ground at the other end.

6.6. Minimum Approach Distance (MAD):

For Qualified Electrical Workers, follow the MAD tables in OSHA 1910.269.

For non-Qualified Electrical Workers, the OSHA clearances are 10 feet and up, depending on voltage.

6.7. Appointment of a Safety Observer

This section applies to all Contractors, as-needed.

If work is being performed where there is a potential for persons or equipment to come in contact with energized equipment, a Safety Observer will be appointed by the **Company** to aid in protecting employees and others from hazards. The Safety Observer will be a "Qualified Electrical Worker" with the training and experience specified in OSHA regulations, specifically the "Electric Power Generation, Transmission and Distribution Standard" 29 CFR 1910.269.

The Safety Observer will be appointed:

- While positioning trucks, cranes or other equipment and where precise placement is required to avoid contact with or damage to existing equipment or circuits;
- While moving loads overhead that may come within OSHA clearance requirements;
 or
- At other times where assistance is needed to help direct specific tasks for the protection of personnel or property.

6.8. Qualified Electrical Workers

This section applies to Electrical Projects/Activities.

The Company expects that electrical Contractor employees will already be electrically-qualified as required by OSHA 1910.269.

OSHA defines a qualified electrical worker or "qualified employee" as a person knowledgeable in the construction and operation of the electrical power generation, transmission and distribution equipment involved and the associated hazards. According to 1910.269(a)(2)(ii), a qualified employee must be trained and competent in:

 The skills and techniques necessary to distinguish exposed live parts of electrical equipment;

- The skills and techniques necessary to determine the nominal voltage of exposed live parts;
- The minimum approach distances specified in 1910.269 corresponding to the voltages to which the qualified employee will be exposed;
- The proper use of special precautionary techniques, personal protective equipment, insulating and shielding materials, and insulated tools for working on or near exposed energized parts of electrical equipment; and
- The recognition of electrical hazards to which the employee may be exposed and the skills and techniques necessary to control or avoid these hazards.

Until these qualified employees have demonstrated proficiency in the work practices involved, they are considered to be employees undergoing on-the-job training and must be under the direct supervision of a qualified person at all times. According to the definition of a "qualified employee", the employee also must have demonstrated an ability to perform work safely at his or her level of training.

The Company requires Contractors with electrically qualified employees to provide documentation on how they qualify their workers.

6.9. Non-Electrical Workers

This section applies to all Contractors, as-needed.

The Contractor must provide Contractor orientation for non-electrical workers for the purpose of entering and working within restricted areas, such as a substation. This is a critical component of Contractor orientation for all non-electrical Contractors who will be working near energized lines and equipment (for example, civil Contractors).

The information provided to these workers must meet the requirements of OSHA 1910.269(a)(2)(ii). However, the orientation and training would not be as comprehensive as the training normally provided to a qualified electrical worker.

They must know:

- What is safe to touch and what is not safe to touch in the specific areas they will be entering;
- The maximum voltage of the area;
- The minimum approach distances for the maximum voltage within the area; and
- Proper use of protective equipment that will be used to provide protection for them and in the work practices necessary for performing their specific work assignments within the area.

Until these workers have demonstrated proficiency in the work practices involved, they are considered to be employees undergoing on-the-job training and must be under the direct supervision of a qualified person at all times. According to the definition of a "qualified employee", the employee also must have demonstrated an ability to perform work safely at

his or her level of training. It is expected that an orientation familiarizing the employee with the safety fundamentals above will be conducted before the worker is allowed to enter a restricted area.

6.10. <u>Asbestos and Lead Hazards</u>

This section applies to all Contractors, as-needed.

Asbestos and/or lead materials associated with electrical and gas equipment includes, but is not limited to:

- Cable covering/wrap;
- Wire covering;
- Coal tar pipe wrap; and
- Transite panels and conduits.

Removal of this material must be done by individuals specifically trained and qualified to handle asbestos or lead.

For projects or activities where asbestos material is present and may be disturbed, the Contractor Safety Plan shall include provisions detailing how the Contractor will address the hazard.

6.11. Overhead Line Work

This section applies to all Contractors, as-needed.

In addition to the other requirements referenced in this document, this section covers requirements that are specific to overhead line work.

PPE Requirements

All Contractors shall ensure appropriate PPE is utilized in accordance with applicable requirements and the guidance provided in this document. In addition, Contractors will follow ground-to-ground and cradle-to-cradle use of rubber gloves while carrying out work on energized overhead lines; commonly referred to as "ground to ground" and "cradle to cradle".

Any foreign wire constitutes a potential energized source and rubber gloves shall be required. Any foreign wire on a pole or structure constitutes an energized source: cable TV, telephone, fire alarm wire, etc.

Fall Protection

All Contractors who climb structures such as wood poles or transmission towers shall utilize enhanced fall protection equipment and techniques. Enhanced fall protection means the use of a fall arresting device; examples include Buck-Squeeze, Miller or Jelco pole-choking systems when working on wooden structures, and a full-body harness and either a Step

Safe or Shepherd's Hook with retractable line when working on steel structures. Climbers shall never be allowed to drop or slide down a pole or structure more than two feet. Fall protection or fall restriction devices shall be used when working at heights over 4 feet, with the exception of ladder use.

Exceptions to fall protection shall be approved by the Owner's Representative or by another qualified User Representative.

Implementation of Safety Specifications for Site Pole Delivery and Handling

The establishment of a section in the specifications for transmission and distribution work involving poles to secure the site from the possibility of poles rolling using methods not easily defeated by the public is required. This section will outline the use of cradles on-site to secure the poles as well as the conditions of temporary storage areas such as grade, distance from changing grades, and ground.

All managers must be educated on the hazards of pole rolling, on identifying current and future hazards regarding the rolling of poles, and periodic refreshers on the safety issues regarding rolling poles through use of internal web communication tools.

The necessary specifications of temporary pole storage must be included in job briefs and the contractor safety SOP in order to ensure a contractor-based workforce (with high volatility and turnover) properly secures poles left on-site, as well as continuous identification of the hazards involved in rolling poles to ensure ongoing awareness.

Continuous safety auditing to ensure the hazards of rolling poles are being addressed and the established specifications for temporary pole storage are being implemented is required.

Pole/Structure Inspection

The Contractor shall ascertain the structural integrity of the pole or other structure prior to installation, removal or repair of equipment on the structure.

When work is to be performed on a wood pole, it is important to determine the condition of the pole before it is climbed. The weight of the employee, the weight of equipment being installed, and other working stresses (such as the removal or re-tensioning of conductors) can lead to the failure of a defective pole or one that is not designed to handle the additional stresses. For these reasons, it is essential that an inspection and test of the condition of a wood pole be performed before it is climbed.

If the pole is found to be unsafe to climb or to work from, it must be secured so that it does not fail while an employee is on it. The pole can be secured by a line truck boom, by ropes or guys, or by lashing a new pole alongside it.

In accordance with "Host Employer" requirements of OSHA 1910.269, the Company will provide guidance on tagging of "danger" poles. Also see **Section 4.2**.

6.12. Overhead Transmission Lines

For work on transmission circuits, red tape shall be placed around any energized pole, pole structure or tower adjacent to the de-energized line on which work is to be done.

When one circuit of a double circuit pole or tower line is de-energized for work, a red or orange flag shall be placed on the energized side of the pole or tower nine feet below the lowest energized conductor. In addition, on the side toward the energized circuit, a red or orange flag shall be placed at each arm level as employees work on them, or pass them, on the tower cage.

All Contractors using ATVs for transmission or forestry work are required to follow all local requirements for PPE and driving safety.

6.13. <u>Underground Operations Work</u>

This section applies to all Contractors, as-needed.

In addition to the other requirements referenced in this document, this section covers requirements that are specific to underground operations work.

PPE Requirements

All Contractors shall ensure appropriate PPE is utilized in accordance with applicable requirements and the guidance provided in this document.

Enclosed Space Monitoring and Ventilation

The Contractor shall test each space prior to removing manhole lids and prior to entry in accordance with OSHA 1910.146 and 1910.269.

Atmospheric testing must be continuous for the duration of the entry using an industry-approved monitor.

When performing hot lead work or when indicated by atmospheric monitoring, engineering controls such as forced mechanical ventilation must be used when working in Company manholes during the entire performance of the work.

Enclosed Space Entry and Non-Entry Rescue

All manhole and sidewalk vault entry shall be conducted in accordance with Company confined space procedures.

All Contractors who are qualified electrical workers will treat these spaces as "enclosed spaces" and follow non-entry rescue provisions.

Steel cable or wire rope for non-entry rescue is prohibited.

Equipment Safety Inspection

Inspect underground facilities (manholes, vaults, handholes, splice boxes, junction boxes, padmount transformers, switchgear and submersible equipment) each time a crew performs work at one of these facilities.

"Touch potential" testing of metal street lighting poles is required to be performed as a part of any maintenance work.

All Contractors working for the Company shall use materials and equipment in accordance with the manufacturing guidelines. It is the Contractor's responsibility to understand the manufacturers' limits and prescribed use of their tools and equipment before each use.

6.14. Substations

This section applies to all Contractors, as-needed.

In addition to the other requirements referenced in this document, this section covers requirements that are specific to work in Company substations.

PPE Requirements

All Contractors shall ensure appropriate PPE is utilized in accordance with applicable requirements and the guidance provided in this document.

Contractors will ensure FRC requirements are adhered to within substations.

Contractors will wear an electrical flash PPE ensemble when switching disconnects or grounding in areas of indoor substations in accordance with placards.

Fall arrest or fall restriction devices shall be used when working at heights over four feet, with the exception of ladder use.

Rubber gloves and Fire Resistant Clothing (FRC) are required when hand digging in a substation in or around energized conductors, and shall meet the requirements referenced in **Section 6.2** for FRC.

Contractors who perform any ground breaking activities in a substation within a pre-marked area will require Dig Safe marks to be in place; otherwise, the job must be suspended and a Company contact notified of the condition.

When using non-insulated man-lifts, and if provided by the manufacturer, a secure point of attachment for lifelines, lanyards or deceleration devices shall be utilized which is independent of the means of supporting or suspending the employee.

Notification of Control Authority When Entering a Substation

Before a Contractor enters and immediately after a Contractor exits a Company substation, the Contractor must notify the Energy Control Center (ECC). While work is being conducted, gates must be monitored at all times or the gates shall be closed and locked.

Unescorted entry into substations can only be provided to Contractors who provide assurance that their employees and subcontractors are electrically qualified as specified in OSHA 1910.269.

Substation Work Area Identification

Contractors who will be working in substations shall follow Company Safety Procedures and Company Standard Operating Procedures as designated in the pre-construction meeting or Health and Safety Plan.

Qualified Contractors shall install their own work area identification. The Company shall arrange work area identification for non-qualified workers as required.

Herbicide Application

Substation vegetation spraying shall be conducted unescorted only by Contractor employees who have been designated as a Qualified Electrical Workers where applicable.

The spray applicator will have ID cards issued by Security with background checks available from the Contractor.

Substations and Production management shall require a schedule of the spraying in their areas.

Once spraying begins, the Contractor must contact local management on a daily basis to inform them of progress or changes to the schedule.

The Contractor must post all stations with dated signs indicating when the station was sprayed. These signs should not inhibit access to the station.

The Contractor shall take care to prevent that any stored materials and equipment do not get covered with "overspray". Overspray represents a substantial safety hazard and cannot be allowed.

When applying herbicides, contract employees shall wear goggles and other appropriate PPE to protect them from contact with herbicides in accordance with product labels.

6.15. Gas Operations Work

This section applies to all Contractors, as-needed.

In addition to the other requirements referenced in this document, this section covers requirements that are specific to Gas Operations work.

PPE Requirements

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All Contractors shall ensure appropriate PPE is utilized in accordance with applicable requirements and the guidance provided in this document.

The Contractor shall wear all appropriate PPE and Class 2 rubber gloves for personal protection when digging or probing near (within two feet) of known electrical conductors, and when the location of energized conductors is unknown.

Gas Operations

All Contractors must meet the requirements of drug and alcohol testing in accordance with DOT 49 CFR Part 199.

Any Contractor who performs covered tasks shall be operator qualified (OQ) as defined in the DOT 49 CFR Subpart N and all applicable state requirements pursuant to the state the Contractor is working in. Additionally, any qualifications of Contractor personnel shall be in full accordance with the Company's written OQ Plan. Refer to the most current list of covered tasks in accordance with the Company OQ Program and the Northeast Gas Association (NGA).

The OQ status of Contractor employees must be regularly updated and accessible via an on-line database by Company management. This listing must detail employees' current qualifications, current tasks to which they are qualified and the next recertification date, and provide documentation and a letter of assurance on their qualified workers as referenced in **Section 3.2.**

Contractor personnel involved with covered tasks may require certification by the Company and an orientation of the involved tasks and Company standards. The Company reserves the right to validate Contractor qualifications prior to performing Live Gas work.

Atmospheres are to be tested with a properly calibrated Combustible Gas Indicator (CGI) or Gas Measurement Instrument (GMI) in accordance with Company excavation procedures, as required.

Each employee in an excavation shall be protected from cave-ins by an adequate protective system, such as sloping, benching or an appropriate shoring system.

At minimum, an approved 20-pound ABC fire extinguisher must be at the worksite and readily available during all routine and live gas operations, as conditions warrant.

6.16. Forestry and Vegetation Management

This section applies to all Contractors, as-needed.

In addition to the other requirements referenced in this document, this section covers requirements that are specific to vegetation management work.

PPE Requirements

For work along roads and other areas of vehicular traffic, Contractors shall wear class III high visibility clothing or vests, in addition to other PPE appropriate to the work.

Flame Resistant Clothing is not required per the OSHA applicable Forestry standard. Forestry Contractors must instead wear natural fiber clothing when working within 10 feet of energized equipment.

Forestry Contractors must wear a properly adjusted full-body harness connected to an appropriate lanyard when working from an aerial lift. The lanyard must connect to an attachment anchored to either the boom or bucket mounting hardware. Attachment points anchored through only the fiberglass portion of the bucket are not acceptable.

Forestry Contractors will be required to wear chaps while operating a chainsaw or when assisting and/or working in close proximity to a chainsaw that is being operated.

Saws shall not be left unattended with the engine running.

The chain saw shall be started on the ground or where otherwise firmly supported. Drop starting a chain saw is prohibited.

One handed operation of a chain saw is prohibited.

When a Contractor employee carries a saw, the engine shall be off and/or covered, or the saw shall be carried with the blade to the rear and locked.

Equipment and Work Methods

Forestry Contractors will be required to utilize fiberglass sticks and stick saws for work around energized equipment, and to test/document their integrity annually. Test results and expirations shall be available on each vehicle as needed.

Forestry Contractors will be required to perform and document dielectric testing of all aerial units annually. Test results and expirations shall be available on each vehicle as needed.

By April 1st of each year, the Contractor shall provide a list of employees that could reasonably be expected to work on Company property. This listing shall include:

Identification of the current pay classification of each employee;

The date of progression to their current pay level;

The dates each employee completed each level of the Contractor line clearance tree trimmer training program;

The dates each employee completed their required OSHA safety and other training, or retraining, including any annual refreshers;

The date each employee last demonstrated their tree rescue and climbing proficiency, where applicable;

The date each employee last completed First Aid and CPR training; and

Identification of each certified pesticide applicator, their certification number and category certified.

Training

Forestry Contractor management will be required to attend safety council meetings hosted by the Company, as required. The Contractor will ensure that all appropriate safety personnel for Company territory are in attendance.

Forestry Contractors shall implement and provide the required training and certification programs necessary to provide OSHA-defined Qualified Line Clearance Tree Trimmers or Qualified Line Clearance Tree Trimmer Trainees.

All Contractors using ATVs for transmission or forestry work are required to follow all local requirements for PPE and driving safety.

Herbicide Applications

Forestry Contractor requirements for vegetation spraying are referenced in **Section 6.16**.

6.17. <u>Safe Vehicle Operations</u>

This section applies to all Contractors, as-needed.

Contractors are required to comply with the requirements of all federal, state and local regulations as well as their own Company policies for safe vehicle operations and licensing. In addition, the Company expects all Contractors to comply with regional as well as the Company policies that may apply.

7. EXCEPTIONS

This document does not reference actions that are required by other laws, rules or regulations. These are requirements that should be understood by the Contractor, and Contractor compliance with all applicable federal, state and local laws, rules and regulations is expected by the Company as a contractual condition.

8. MULTI-EMPLOYER WORKPLACE

For multi-employer work-sites, the general Contractor is responsible for all their employees and subcontractors. The safety plan shall clearly state this responsibility.

9. PROGRAM EVALUATION

The dates of reviews and revisions will appear on the last page of the program in the section titled "Reason for Change".

Health and Safety shall have primary responsibility for annually reviewing this document, soliciting comment from stakeholders, and revising as necessary. The requirements of this policy or any future revision thereof, shall be effective the date of its issue unless otherwise noted.

10. RECORDKEEPING

The Contractor Safety Guide and subsequent reviews and revisions will be maintained by Avangrid Health and Safety. The Contractor Safety Guide shall be made accessible, by the contractor, to all field operations. The paper versions of the program will not be document controlled. The official, current version of this program may be obtained through your Avangrid contact person and / the ISNetworld website.

11. **DEFINITIONS**

Contracted Services: refers to any activity that is conducted by an organization or individual under the terms of a purchase order. Contracted services may include all types of construction and maintenance services, tree trimming, building maintenance and demolition, electrical structure dismantling, site restoration, engineering design, recycling and waste disposal, drilling, rigging, electrical, and utility pole/structure maintenance.

Project Management and Construction Delivery (P&CM): a department that provides project management expertise to other Company departments, especially for construction and large maintenance projects.

Contractor Orientation: intended to serve as a resource in order to provide the Contractor with the tools necessary to educate their employees and subcontractors. The session is not intended to train the Contractor management, their employees or subcontractors. The extent and content of the orientation session shall be commensurate with the scope and type of the Contractor's activities.

Contractor Safety Requirements: this document outlines Company Contractor safety expectations. Procurement provides this document to all prospective Contractors. This document can be found on the Company Health and Safety intranet.

Core Business Functions: the Company core business functions are transmission and distribution of electricity, and distribution of natural gas.

Owner's Representative: a Company employee or representative who is assigned to certain P&CM-contracted projects to check that the work is being performed in accordance with the contract, including the safety requirements.

Operator Qualifications (OQ): as defined in Transportation 49 CFR 192.801 through 192.809 and/or DOT pipeline qualified for gas Contractors doing work at the Company. Additional state requirements pursuant to the state the Contractor is working may be required. Other training may include American Gas Association (AGA) and The Northeast Gas Association (NGA).

Pre-Construction (Kick-Off) Meeting: a meeting arranged by the user prior to commencement of work by the selected Contractor(s).

Project Safety Plan: a project-specific document prepared by the Contractor prior to the preconstruction meeting. In this plan, the Contractor shall identify all significant tasks, their anticipated hazards and mitigation steps. It is the Contractor's responsibility to conduct their own risk assessment and to ensure that their project safety plan addresses all anticipated hazards.

Project/Service: a planned operation that is characterized by an activity, such as construction of a substation, which has a defined timeline and project close-out, and is typically secured under a one-time Purchase Order (PO). A service would be an activity that tends to be ongoing and repetitive such as setting distribution poles where there is no defined project-close-out. Service work is typically secured under a Blanket PO. Both terms have been used interchangeably to describe the nature of the contracted service.

Project Team: a group that consists of the individuals involved with Contractor procurement and management; typically, a purchasing agent, user and Health and Safety representative.

Purchase Order (PO): an agreement/contract between the Company or one of its affiliated Companies and a Contractor to provide contracted services and/or materials. The PO is set up by Procurement. The term "Contract" and "PO" are similar and may be used interchangeably. A "Blanket PO" is set up for Contractors whose work is on-going. A "One-time PO" is set up for project work.

Qualified Electrical Worker: a person knowledgeable in the construction and operation of the electrical power generation, transmission and distribution equipment involved and the associated hazards.

Qualified Gas Worker: any Contractor who performs covered tasks shall be operator qualified (OQ) as defined in DOT Part 192 Subpart N and all applicable state requirements pursuant to the state the Contractor is working in. Additionally, any qualifications of Contractor personnel shall be in full accordance with the Company's OQ Plan. Refer to the most current list of covered tasks in accordance with the Company OQ Program and the Northeast Gas Association (NGA).

Requisition: a formal request by the user for Procurement to create a PO.

Request for Proposal (RFP): also known as the bidding document. It consists of the documents prepared by the user and Procurement that are submitted to bidders. The bidders submit their proposals or bids in response to the RFP documents.

Risk and Hazard: a hazard is an object, situation or activity that has the potential to cause harm. Risk is the likelihood or chance for the harm to occur.

Risk Assessment: the process of identifying hazards and calculating or ranking the associated risks according to:

- The likelihood of occurrence;
- The severity of the harm from the hazard; and
- The amount of time of exposure to the hazard.

User: a Company department, work group, engineer or other individual who directs a contracted service. Departmental management can assign responsibility to others, within or outside their department, to a Contractor hired to manage the project. Where project management duties are shared, it is the responsibility of the User to coordinate and specify the User's Representative's duties.

User's Representative: the User may designate a User's Representative to perform all or part of the User's duties. The User's Representative may include personnel who are engaged in various facets of Contractor management as designated by the User. It is the responsibility of the User to specify the extent of project oversight and responsibilities that shall be required of the User's Representative.

12. SUMMARY OF CHANGES

Effective Date	Section Number	Title	Description
8/5/2017	6.1	6.1.Flame-Resistant Clothing (FRC) Requirements	Change in scope for FRC requirements.
03/23/2018	6.14	Substations	Changes to FRC language
07/2/2018	6.11	Overhead Line Work	Addition of pole delivery placement requirements.
07/2/2018	All	Format Change	Corrected Fonts

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