Scope of Work – provision of grit blasting services

SCHEDULE A
SERVICES

1.1 The work shall include the provision of a grit blasting service to Rössing.
1.2 Rössing will provide a site/yard for the Contractor (Current grit blasting facility). The Contractor will be responsible for the erection of any buildings or stores he may require as well as for the maintenance of this yard to Rössing’s housekeeping and safety standards and requirements. Temporary work site store areas will be the responsibility of the Contractor.
1.3 The Contractor shall supply his own transport of adequate size to move own labour, materials, tools and equipment in order to provide an effective and efficient service as mentioned in point 1 above.
1.4 Rössing will provide potable water, 230V/550V power supply and compressed air free of charge. The Contractor will be responsible for piping the air from take-off points to the work area. Rössing cannot guarantee uninterrupted supply of compressed air and will not consider any claim from the Contractor due to non-supply.
1.5 No claims will be accepted for costs for additional equipment requirements, consumables and standing time.
1.6 Rössing mine operates under the highest safety and housekeeping standards. All contractors working on the mine are subject to Rössing Safety Standards and the Contractor will have to comply with these standards. Any deviation or ignoring of these standards will be deemed to be a breach of contract and Rössing reserves the right to terminate the contract for that reason.
1.7 All safety apparel as deemed necessary by Rössing shall be supplied by the Contractor.
1.8 The Rössing FLM designated to control this contract will carry out regular, formal inspections to audit compliance to all safety and engineering standards relevant to this scope of work. A report of each inspection will be given to the contractor and if any deviations are found, the contractor must immediately take corrective actions to rectify.
1.9 Formal feedback and follow-ups will be held with the contractor supervisor and contractor management.

2.1 GRITBLASTING YARD

2.1.1 Contractor shall comply with Rössing’s safety, health and environmental management systems and standards.
2.1.2 The contractor will supply supervision to the work crew, adequate to cover the control and co-ordination of work and all relevant operations and logistics. The contractor supervisor will liaise with the Plate Shop FLM and Planner regarding the incoming and outgoing components requiring gritblasting. RUL (Rössing) will supply a Hiab truck and driver for the transportation of components and the contractor supervisor will co-ordinate these activities as required.
2.1.3 Contractor shall gritblast and industrial paint components at the Gritblast Yard, plus carry out burn-out operations on rubber lined components at the designated burn-out area
2.1.4 Components shall be gritblasted to Swedish Standard SA 2½ or as recommended by the element co-ordinator. (Standards available at Plate Shop FLM)
2.1.5 Painting shall be in accordance with Engineering Standard GC12 (10.1), or as recommended by the Rössing element co-ordinator. (Standards available at Plate Shop FLM)
2.1.6 **Gritblasters should also be acquainted with industrial painting and vice versa.** This is because it is envisaged that crew members will alternate duties between gritblasting and industrial painting due to limited durations for the operation of gritblasting.

2.1.7 The Contractor shall quote for the provision of services as stipulated in the scope of work on a monthly basis.

2.1.8 Cleaning up of the area, in order to comply with environmental controls, shall be the responsibility of the Contractor. This is usually required at 6 monthly intervals, (inspection by RUL and Environmental), however the Contractor will be responsible for keeping the area in a safe and clean state on a continuous basis. The contractor shall supply a front end loader, dump truck and suitably qualified and licensed operators to be used for this operation and will be responsible for safe disposal to areas designated by RUL. (Refer to attached procedure)

2.1.9 Rössing will provide portable water, 220V/550V power supply and free compressed air. Rössing cannot guarantee uninterrupted supply of compressed air and will not consider any claim from the Contractor due to non-supply.

2.1.10 All safety apparel deemed necessary by Rössing shall be supplied by the Contractor (this will include airstream helmet, aprons, etc).

2.1.11 Working hours, based at mine site, are from 08h00 to 16h15 five days per week except holidays.

2.1.12 Overtime work over weekends, on holidays and after normal working hours during the week should be made available whenever required and pre-authorised by Rössing. The Plate Shop FLM will request and formally authorise overtime, giving adequate notice, unless in an emergency or breakdown situation. The contractor supervisor must submit standard documentation, detailing employees, positions, rates, overtime hours and costs, on the following working day to the Plate Shop FLM for authorisation and signature.

2.1.13 Personnel / employees transport between mine site and places of residence shall be provided by the Contractor. Transport for personnel, equipment and tools on site shall be provided by the Contractor. These costs should be included in your monthly fixed fee.

2.1.14 Accommodation, medical expenses and all other benefits associated with employees' benefits and remuneration shall be borne by the Contractor. Annual medicals, as required by Rössing, are for Rössing's account, except for the cost of the X-Ray sheets.

2.1.15 Consumables in the form of gritblasting nozzles (12-mm diameter nozzles are currently used), hoses, gauges, etc. shall be provided by the Contractor.

2.1.16 Gritblast pots, complete with valving and gauges, shall be provided by the Contractor.

2.1.17 The work shall include the grit blasting and painting of various items from the Rössing's plant. Notification of work requirements will be via a SAP Maintenance Work Order which will be supplied from The Plate Shop FLM. The Contractor supervisor will be responsible to ensure completion of the work detailed per Work Order and return the completed Work Order to the Plate Shop FLM at the latest, the next working day following completion.

**Note:** It is therefore expected from the gritblasters to also be acquainted with spray-painting work as it will be necessary to paint all jobs which have been rubber/polyurethane/fibre glass lined and returned to the grit blast yard to receive a paint coating.

Where rubber-lining is required the Contractor supervisor is to ensure that the gritblasting work is co-ordinated with the rubber-lining work to avoid delays in which the gritblasted work may deteriorate and require further gritblasting.

2.1.18 All equipment and tools necessary to carry out above work shall be supplied by the Contractor (i.e. grit blast pots, hoses, nozzles, couplings, helmets, filters, spraying equipment, rollers and brushes etc.).

2.1.19 Rössing will supply angrit (abrasive medium) free of charge. The contractor supervisor is responsible to give adequate notice to the RUL Supervisor or Planner when abrasive medium is required and to co-ordinate delivery using the RUL Hiab and driver.
2.1.20 The contractor must supply an adequately trained crew to cope with the workload. However, should the workload fall away, Rössing res
reserves the right to re-negotiate the team strength with a corresponding reduction in monthly charges.

2.1.21 In the event or during any period when no grit blasting is taking place, then Rössing will reserve the right to utilise the crew on other jobs on the mine at no additional charge.

2.2 BURN-OUT AREA

2.2.1 Worn rubber-lined steel items shall have the rubber burnt out before grit blasting. During the burnout process care shall be taken to prevent items from flexing due to differential thermal expansion. This is detailed in a Standard Safe Working Procedure available with Plate Shop FLM. The burning out operation must be carried out by the grit blast crew.

2.2.2 Burn out shall take place at the special designated "Burn-out area" provided by Rössing. This operation is usually, only to be carried after darkness. The contractor supervisor will be responsible to request the burning materials to be supplied by RUL, giving adequate notice. The contractor supervisor must co-ordinate the use of the RUL hiab truck & driver for the transportation of all items to and from the Burn-out area. Overtime will be charged for burnout operations.

2.2.3 Burnt out items shall be grit blasted according to Swedish Standard SA 2½ and after re-lining, all unlined surfaces painted in the grit blast yard according to specification No GC 12.

2.3 ON-SITE GRITBLASTING SERVICE

2.3.1 The Contractor shall comply with RUL’s safety, health and environmental management systems and standards.

2.3.2 Where possible, a separate crew will be supplied for on-site gritblasting, but still supervised by the Gritblast Yard supervisor.

2.3.3 If personnel from the Gritblast Yard crew are utilised for any on-site gritblasting, they will be supplied free of charge for any normal work hours (Monday to Friday – 08h00 to 16h15), as their costs are covered in the monthly rate for the Gritblast yard. Any such arrangement must be pre-approved by the Plateshop FLM, to avoid any disruption to the productivity of the Gritblast yard.

2.3.4 The Contractor shall quote for the provision of gritblasting services on-site as required per request using the standard, agreed rates applicable.

2.3.5 Components shall be gritblasted to Swedish Standard SA 2½ or as recommended by the element co-ordinator. (Standards available at Plate Shop FLM)

2.3.6 Cleaning up of the area, in order to comply with environmental controls, shall be the responsibility of the Contractor.

2.3.7 Rössing will provide portable water, 220V/550V power supply and free compressed air. Rössing cannot guarantee uninterrupted supply of compressed air and will not consider any claim from the Contractor due to non-supply.

2.3.8 All safety apparel deemed necessary by Rössing shall be supplied by the Contractor (this will include airstream helmet, aprons, etc).

2.3.9 Working hours, based at mine site, are from 08h00 to 16h15 five days per week except holidays.

2.3.10 Any additional overtime, work over weekends, on holidays and after normal working hours during the week, not covered in the quotation, should be pre-authorised by Rössing. The Area responsible Maintenance FLM will request and formally authorise overtime, giving adequate notice unless in an emergency or breakdown situation. The contractor supervisor must submit standard documentation, detailing employees, positions, rates, overtime hours and costs, on the following working day to the relevant Area responsible FLM for authorisation and signature.

2.3.11 Personnel / employees transport between mine site and places of residence shall be provided by the Contractor. Transport for personnel, equipment and tools on site shall be provided by the Contractor.
2.3.12 Accommodation, medical expenses and all other benefits associated with employees’ benefits and remuneration shall be borne by the Contractor. Annual medicals, as required by Rössing, are for Rössing's account, except for the cost of the X-Ray sheet.

2.3.13 Consumables in the form of gritblasting nozzles (12-mm diameter nozzles are currently used), hoses, gauges, etc. shall be provided by the Contractor.

2.3.14 Gritblast pots, complete with valving and gauges, shall be provided by the Contractor.

SCHEDULE E
SITE SPECIFIC TERMS

[Note: Please note that the Company’s site specific terms are updated on a regular basis. Please insert the most recent version of the Company’s site specific terms.]

CONTRACTUAL TERMS FOR THE SERVICE PROVIDER

1.1 SAFETY

(a) The Service provider shall adhere to the Company’s HSE Policies and Standards. A copy of the Company’s HSE Policies and Standards will be given to the Service provider during the induction and mobilization phase.

(b) The Service provider shall prepare a safety plan and conduct and record a formal risk assessment for all tasks required for performance of the Contract. Risk assessment of individually assigned tasks will be conducted daily by each Service provider Personnel.

(c) The Service provider shall agree that all its Personnel undergo the Company’s induction before they commence work on the Site. Comprehensive safety training can take up to 4 days.

(d) The Service provider shall ensure that all its Personnel have complied with the requirements of the Company’s drug and alcohol testing policy before they commence the Consultancy Services. Any Personnel not working at the Site for a period of 30 calendar days or longer must be re-tested for drug and alcohol before being re-admitted to the Site. During the Contract Term, 10% of the Service providers’ Personnel will be selected weekly for random drug testing.

(e) The Service provider will provide its Personnel with the relevant personnel protective equipment (“PPE”) and tools as required to comply with the Company’s safety standards.

(f) The Service provider shall report immediately any incidents of personal injury, equipment damage or property damage to the assigned Company Representative. Accidents/incidents must be fully investigated within a period of 24 hours after the occurrence.

(g) The Service provider shall reimburse the Company for all costs related to the investigation, reporting and resolution of accidents/incidents occurring within the scope of the work being performed by the Service provider and by its Personnel, sub-contractors or suppliers.
SCHEDULE F
HSE POLICIES AND STANDARDS

1. Occupational Health and Safety

The Company has no tolerance for health, safety or environmental violations. The Service provider is required to familiarise himself and abide to the safety requirements below:

1.1 Safety

(a) The Service provider must ensure that it would adhere to all of the Company’s safety requirements for contractors.

1.2 Acknowledgement of safety standards

(a) The Service provider acknowledges that it will consider and adhere to all the safety requirements, at their own cost during the performance of the Consultancy Services.

1.3 Safety procedure

(a) The purpose of the safety procedure is to describe methods used by the Company Representative to ensure the compliance with minimum safety requirements required of Service providers.

1.4 Actions

The Company Representative will be responsible to ensure:

- safety is evaluated along with other Service provider selection criteria;
- the Service providers’ safety plan and risk assessments methodology is consistent with the Company’s HSE Policies and Standards and any other relevant Company standards;
- all check lists and Audit documents are issued prior to the Service provider commencing work on Site;
- the pre Site work safety inspection as specified in the Contract has been completed;
- all Contract Personnel attend induction and Site familiarisation;
- all access permits, boom gate cards, vehicle identification stickers etc. are issued;
- planning and conducting safety checks of the Service provider are complete;
- a completed copy of the post inspection check lists is supplied to the Service provider;
- the completed original checklists are filed for future reference;
- Audit of the Service providers on Site performance takes place;
- ongoing SI Auditing (as defined under Schedule G) and risk assessments are conducted during the duration of the Project / Contract; and
- the Service provider is audited on a monthly basis to ensure that the Company safety standards are being adhered to and maintained.

1.5 Planning and preparation

(a) The Service provider shall provide prior to commencement of the work, a Project safety plan include among other things a task specific risk assessment for all the anticipated activities for the Consultancy Services.

(b) Prior to the commencement of the Consultancy Services, the Service provider shall complete the Service provider safety management process control sheet.

(c) The Company Representative shall conduct the initial inspection of the Service provider’s vehicles, equipment and tools prior to commencement of work, in accordance with the Company’s contractor specific check lists. Thereafter, the Service provider is responsible for ensuring that vehicles, equipment and tools are checked regularly in accordance with the checklists as a minimum standard.

(d) The Service provider shall, on the day of inspection, forward a signed copy of the completed checklist to the Company Representative.

(e) SI Auditing and risk assessments must be conducted by the Contractor Representative as well as the Company Representative.

1.6 Safety Checklist Performance

(a) The Service provider shall conduct inspections in accordance with the checklists, ensuring that each aspect is addressed.

(b) The Service provider shall record any observations in the “comment” column of the checklist.

(c) The Service provider shall record any non-conformances by marking “X” for “unacceptable” and all satisfactory results with a “√” for “Acceptable” in the relevant column.

(d) Non-conformances shall be followed up immediately by the Service provider.

(e) If for any reason the activity was not checked, then a “not verified” comment shall be entered.

(f) The Company Representative should review all findings and if in his / her opinion the findings can pose a safety risk to personnel and or be detrimental to the Company operations, immediately halt proceedings until the corrective action/s has/have been taken. The results of inspections and audits shall be discussed with the Service provider and/or Service provider Supervisor, by the Company Representative, upon completion of the checklist.

1.7 Audit Reporting

(a) The Company Representative will prepare an Audit report within five (5) working days from the completion of the Audit.

(b) The report shall consist of:
   (i) an Audit report summary sheet; and
   (ii) corrective actions to be taken.

(c) The Audit report summary sheet shall be signed by the Company Representative and a copy forwarded to his / her relevant manager and safety section. The Audit summary sheet shall clearly describe the findings of the Audit.
1.8 Audit follow-up

(a) The proposed corrective action shall be taken by the Service provider and documented and returned to the Company Representative.

(b) The Company Representative shall indicate the proposed “follow-up” date and perform a follow up Audit to ensure timely and effective corrective action has been carried out.

(c) If the corrective actions were effectively implemented, the Company Representative shall sign the close out that portion of the Audit.

2. Minimum Contract requirement

2.1 Minimum Contract requirement

(a) The Service provider must submit a Site specific safety plan including risk assessments that identifies and addresses safety hazards. This analysis will enable the Service provider to better address the potential safety, health and environmental concerns associated with the Project and ensure a proactive preplanning process.

(b) It is a requirement for all the Service providers to conform to the Company’s HSE Policies and Standards.

The following is an interpretation of the minimum requirements necessary to be completed or implemented prior to commencing the Consultancy Services.

2.2 Management

The Service provider and sub-contractor management shall ensure:

- that all Service provider Personnel attend a comprehensive Company induction prior to the commencement of the Project and attend other specific safety training as directed by the Company;
- that the conveyance of a person/s on the rear of motorised equipment on Site is not permitted;
- an up-dated list of its on Site Personnel is kept;
- the Site is inspected daily for good housekeeping and safe work practices; and
- all Service provider Representatives will keep a record of the monthly inspections and forward a copy to the appointed Company Representative.

2.3 People

All Personnel of the Service provider, sub-contractor or any person for whom they are responsible or over whom they are capable of exercising control shall be:

(a) Appropriately licensed: This means that a copy of all licenses, approvals to operate vehicles / equipment are produced and recorded prior to a person commencing the Consultancy Services on Site.

(b) Assessed for Competency and Appropriately Experienced: This means the person has been assessed as competent — will perform all the required tasks necessary safely, understands the potential risks associated with the task/s performed and carries out work error free. Written confirmation of competency or an assessment is required. The assessment may take the form of a test, observation by an experienced person or a combination of both.
2.4 **Vehicles / Equipment**

The Service provider shall ensure that all vehicles / equipment used by the Service provider, sub-contractor or any person employed by the Service provider or sub-contractor is:

- Serviceable: This requires inspection sheets to be completed prior to commencing the Consultancy Services.
- Registered: This requires registration papers to be produced prior to commencement of the Consultancy Services.

2.5 **Hand and Portable Power Tools**

The Service provider shall ensure that all hand and portable power tools used by the Service provider, Sub Contractor or any person employed by the Service provider or Sub Contractor are:

- Right for the job;
- Used correctly;
- Maintained in good and safe working condition;
- Clearly identified by marking and kept on register;
- Inspected regularly as per RUL Safety standard.

2.6 **Road safety for visitors to the Site:**

(a) The Service provider must ensure check and make sure your vehicle is roadworthy before driving and must always carry its driver’s licence whenever driving a vehicle (Namibian legal requirement).

(b) During school vacations, public holidays and weekends there is a sudden increase in volume of traffic on the public roads.

2.7 **Seat Belts**

(a) Seat belts must, by law, be worn if fitted in a vehicle. There is a fine for those who don’t wear them.

(b) The driver is responsible for making sure all passengers wear seatbelts or appropriate child restraints. All vehicles entering the Company’s Site must be fitted with seatbelts.

2.8 **Long Distance & Fatigue**

(a) Driving long distances in hot weather (Namibia is known for its hot weather especially the semi-dessert area around the Site) can cause fatigue and lead to accidents. The driver must stop and rest at least every two hours, change drivers, take a walk, drink some water.

2.9 **Animals and wildlife**

(a) Animals and wildlife have all caused road accidents especially between the Site and the Service provider’s premises. Most roads in Namibia are unfenced. The driver must always look out for wandering animals on or near the road and avoid driving at dusk, dawn or nighttimes as this is when animals are at their most active.
2.10 Alcohol/Drug

(a) Alcohol and Drugs are a major factor in all the road deaths. Even a small amount can affect your judgement. Alcohol and drugs contributes to the onset of fatigue. The legal alcohol limit in Namibia is 0.08, the safest level is zero.

(b) The Company maintain its own drug and alcohol policy, which is based on a Zero Tolerance approach.

2.11 Speed/Weather Condition

(a) Excessive speed is a major cause of road deaths. The driver must be alert and travel at a speed that suits the road, vehicle and weather conditions and will allow him to stop safely. The Western Region (the Site is situated in this Region) is subject to the extremes of nature, such as heavy mist that significantly reduce visibility suddenly. Heavy east wind conditions could prevail in this region. This could lead to limited visibility as well as potential damage to windscreens and lights. The driver must always adhere to the speed limit as sign posted but be conscious of prevailing road conditions. The maximum speed limit on national roads is 120 km/h.

2.12 Dust

(a) Vehicles on unsealed roads can raise a dust cloud, which will obscure the driver’s vision; he must slow down or stop until the dust settles and watch for approaching vehicles throwing up stones, which may break the vehicle’s windscreen. The driver must overtake if his vision is clear and turn car lights on.

3. References

(a) The Company’s HSE policies and standards;

(b) The Contract and Project Controls Manual; and

(c) these documents are available in writing from Jan Groenewald: jgroenewald@rossing.com.na

3.2 Definitions

<table>
<thead>
<tr>
<th>Audit:</th>
<th>A verification activity aimed at evaluating the conformance of the Service provider to the Service provider safety management procedure.</th>
</tr>
</thead>
<tbody>
<tr>
<td>SI Audits:</td>
<td>Task observations.</td>
</tr>
</tbody>
</table>

4. SAFETY CHECKLISTS, FORMS AND REGISTERS

The Service provider is required to keep an updated health and safety record file with all safety issues applicable to the Consultancy Services.