

1.0 Purpose

Suppliers must adhere to Amazon's Special Safety Conditions (the "**Conditions**") and any applicable regulatory requirements for all work performed at any Amazon site. In addition, Supplier will comply with all applicable laws, rules and regulations in each locale in which it performs work at Amazon sites. Supplier is solely responsible for (i) providing its personnel (including employees, contractors, subcontractors, vendors and visitors) ("**Personnel**") with safe means and methods for all work performed on Amazon sites, (ii) establishing effective safe work practices and conditions for its Personnel, and (iii) designate an authorized representative to address on-site Supplier safety issues.

This document is not all-inclusive and does not address all hazards at the site and Supplier is required to comply with any additional conditions as communicated by Amazon to you from time to time. These Conditions may be varied by Amazon from time to time. Amazon will notify Supplier of any such variations through Amazon's prequalification platform.

2.0 General Safety Conditions

2.1 Regulatory Compliance. In addition to complying with all applicable laws, rules and regulations of the relevant country, Supplier must implement a systematic approach to identifying safety requirements. Supplier must (i) comply with all applicable safety requirements related to work being performed, (ii) use reliable and industry recognized resources to evaluate any changes to regulatory safety requirements, and (iii) review its safety program whenever a change occurs to site processes, activities or hazards to determine whether any new or otherwise relevant regulatory requirements need to be applied. In addition, Amazon may request additional documentation and/or other requirements be followed.

2.2 Hazard Identification & Risk Assessment. Supplier must conduct a documented risk assessment to identify hazards, safe methods/controls, and personal protective equipment ("PPE") required for its Personnel to safely perform Services at Amazon sites. Service specific risk assessment and or method statement must be shared with Amazon for approval before work being performed. Supplier must provide its Personnel with PPE based on its risk assessment and any applicable site safety rules. Amazon will not supply PPE to Supplier or its Personnel. Supplier's Personnel must wear (i) safety shoes and high visibility vest at all times when performing work.

2.3 Supplier Equipment. Supplier shall supply and use its own tools and equipment when performing Services. Supplier shall be solely responsible for ensuring their equipment (i) is safe and is operated in accordance with the manufacturer's instructions and applicable laws, rules or regulations, (ii) is properly maintained and serviced in accordance with the manufacturer's instructions and applicable laws, rules or regulations. Supplier shall also have in place a preventative maintenance program in respect of all its safety related equipment used at Amazon sites and shall provide Amazon with details of such program upon request. Should Amazon separately agree that you may use any of its tools and equipment, Supplier does so at its own risk and shall be solely responsible for their use. Supplier must have inspected, or will inspect, the Amazon Equipment prior to use to determine, in Supplier's sole discretion, if the Amazon Equipment is fit to use for Supplier's intended purpose. Supplier shall not make any modifications or repairs to the Amazon Equipment.

2.4 Training and Safety Orientation. Supplier is solely responsible for conducting all safety training of its Personnel and for maintaining training records and shall provide such records to Amazon upon request. Supplier shall ensure its Personnel prior to them entering the site and at least annually receive Amazon's Contractor Safety Orientation training.

2.5 Emergency Response and Medical Treatment. Supplier shall adhere to Amazon's emergency response plan and ensure its Personnel prior to them entering the site are aware of such plan. Supplier must have in place its documented medical response procedure for non-emergency medical issues.

2.6 Reporting of Incidents and Incident Investigations. Supplier must immediately report to Amazon Project Manager and Amazon Safety Department, and provide documentation (statements, pictures, etc.) for, all incidents resulting in injury or illness, hazardous material spill or property damage, and near miss incidents that could have resulted in injury or property damage. Supplier will immediately report any complaints received from any regulatory agency pertaining to the Amazon project to the Amazon Project Manager and Amazon Safety Department. This will be effective in written within 8 hours for non-fatal incidents and within 2 hours for fatal incidents to Amazon's local Workplace Health & Safety team ("**WHS Team**") and to the local Senior Operations Leader on site. Supplier must complete a documented incident investigation report which must be submitted to Amazon within 7 days unless a different timeframe is agreed with Amazon. Such reports must include full description of the incident, a root cause analysis, and a corrective action plan. Where required by law, Supplier shall report any safety incident or event to the applicable authorities and shall keep Amazon fully updated of any investigation undertaken by such authorities.

- 2.7 Permit To Work:** A permit to work is a system used to authorize workers to work under specified or potentially hazardous conditions. It is also a vehicle to identify the nature of the work, the associated hazards (actual and potential), and control mechanisms in place. For any operational activity involving the types of works included in the “High Risk Operation” (HRO)¹ definition, a Permit to Work must be issued for the Supplier by Amazon. The Supplier is NOT allowed to start any kind of HRO activity until a proper Permit to Work has been issued by Amazon and shared in advance with the Supplier employees who will perform the task for their acknowledgment.
- 2.8 Planned Inspections.** Supplier must have in place a periodic inspection process to monitor the effectiveness of safety programs related to work performed at Amazon sites. Inspections must be undertaken regularly and Supplier shall invite Amazon to attend such inspections should it wish to do so. Inspections must be documented by Supplier and shall be provided to Amazon upon request.
- 2.9 Amazon’s Safety Code of Conduct.** Supplier shall ensure its Personnel follow Amazon’s EU Safety Code of Conduct (copy to be provided by Amazon) when at Amazon sites.
- 2.10 Compliance with Conditions and Amazon’s EU Safety Code of Conduct.** Non-compliance with these Conditions and/or Amazon’s EU Safety Code of Conduct will be treated with the utmost severity by Amazon and Amazon reserves its rights to (i) require Supplier remove its Personnel from our sites that are non-compliant, and (ii) terminate the Services for repeated non-compliance.
- 2.11 Sub-contractor Management.** If Amazon has agreed in writing that Supplier may sub-contract any portion of the services to a third party (“**Approved Subcontractor**”), Supplier shall be fully responsible for ensuring that any such Approved Subcontractor (i) meets Amazon’s prequalification requirements and use the prequalification platform, (ii) complies with these Conditions at all times, and (iii) arranges for its personnel to complete Amazon’s Safety Orientation training before such personnel commence performing Services at an Amazon site.
- 2.12 Specific Operational Safety Requirements.** Supplier must comply with the requirements set out in Annex 1 to these Conditions when performing specific works at Amazon sites.

¹ **HRO (High-risk operation)** - Operational activity involving the following types of works: 1) Lone working; 2) Work at height; 3) Erection, modification and dismantling of scaffolding; 4) Work in confined spaces; 5) Excavation works, works involving Asbestos, any work where there is risk of collapsing structures (e.g. roofs); 5A) Drilling/cutting in internal/external floors, ceilings and walls; 6) Works requiring LOTO, including electrical works and pressure testing (incl. water systems); 6A) Live measurements/testing/troubleshooting and works in equipment that is live; 7) Jam busting; 8) Lifting operations, hoisting and rigging; 9) Works in explosive atmosphere (or potentially); 10) Works in High racks, Pallet Racking, VNA; 11) Robotics Safety: works in active field; 12) Works involving third parties accessing to restricted areas (areas containing dangerous machinery and equipment); 13) Operate Powered Industrial Trucks and (Mobile Elevating Work Platform incl. scissor lifts and work assist vehicles); 14) Hazardous substances: work involving the use of hazardous/dangerous substances; 15) Works involving interference with moving vehicles: Docks, TDR, Yard Management, works in Parking lots, Shunter drivers; 16) Works where heat is used or generated or may generate sparks or other sources of ignition; 17) Work involving temporary equipment (e.g. generators, special testing equipment that implies or triggers a HRO, etc.); 18) Work which require inhibiting or potentially affecting safety device (e.g. fire and gas detectors that could lead to evacuation alarms) or evacuation/ escape routes and rescue systems; 19) Works in or with equipment in the process of obtaining CE marking (prototypes); 20) Any operation where the RA identifies a PTW as a control measure or that results in “substantial” or “high” final level of risk or which requires additional precautions or PPE (additional or special) to be in place.

A. Aerial Lifts and Scissors Lifts

Supplier shall: (i) follow the manufacturer's operating, maintenance and repair instructions and all applicable laws, rules or regulations relating to lifts and safety components for lifts, (ii) ensure only qualified Personnel operate aerial or scissor lifts and that it holds copies of such Personnel's proof of qualification, (iii) undertake daily pre-operation inspections of lifts and ensure lifts are not used if any issue is identified, (iv) ensure Personnel operating lifts use appropriate PPE and full body safety harnesses, (v) ensure Personnel operating lifts undertake work whilst standing on the platform floor and, if there is a need to climb out of the platform, to ensure continuous fall protection processes are in place and included in its safety plan, (vi) ensure a physical barrier is in place for at least 3m away in all directions from elevated Aerial lifts, or the height of the boom, and ensure no individuals can access this restricted area, , (vii) never exceed the load rated weight capacity of the equipment being used or allow more people to occupy an aerial lift than the manufacturer's recommendations, and (viii) prior to commencing the Services check the job site for any ditches, drop-offs or holes, bumps and obstructions, debris, untampered earth fills, overhead obstructions electrical wires, bus ducts, charged utility lines, sprinkler lines, conveyors and all other possible hazards.

Supplier must engage a member of its Personnel to undertake a spotter role at all times while it transports aerial lifts within an Amazon site and during their operation. The spotter must be trained on how to safely lower the lift in the event of emergency. Whilst an aerial lift is in operation, the spotter's primary responsibility is to (i) monitor the work location to prevent people from walking within the work area of the aerial lift, and (ii) communicate hazards that the aerial lift operator may not see.

B. Amazon Robotics ("AR")

Supplier personnel shall ensure its Personnel do not (i) cross the AR safeguarding perimeter or walk on an AR floor unless authorized by Amazon and shall always observe and follow any warning or caution signs, (ii) place any part of their body between an AR drive unit and another AR drive unit, a pod, any workstation structure, conveyor or safety perimeter fencing, (iii) stand, ride, lean, or climb on any AR drive units or pods, or (iv) reach into the AR floor.

In the event of an emergency on the AR floor, Supplier's Personnel must immediately (a) press the emergency stop pushbuttons located at all entry gates to the AR floor and on all workstations, notify the project manager, any Amazon manager, WHS Team and/or Facilities Management Team. AR drive units will not stop immediately and once AR floor is safe to enter, the gate light stack will change to a solid RED light. Supplier's Personnel must not enter the AR floor until the solid RED light is illuminated.

If AR floor access is required for Supplier to perform work, approval must first be obtained from Amazon before entering the AR floor. Supplier's Personnel accessing the AR floor shall (i) undertake a safety briefing before doing so, (ii) be escorted by a trained member of Amazon's personnel and must remain with that person at all times, (iii) wear a SRBRS vest, and (iv) in the event of emergency, remain with the escort and follow them to the nearest exit.

C. Work Area Housekeeping, Barricading, Perimeter and Opening Protection

Supplier will maintain a safe and organized work area free from obstructions. If a hazards exists Supplier must barricade the area from access. Temporary cords or hoses must not cross equipment or pedestrian green mile and be properly stored when not in use. Materials shall not be left in plenum spaces. Emergency exits, emergency equipment aisles, doors, stairways, ladder ways, and electrical panels shall not be blocked.

Supplier shall remove nails, sharp objects protruding from boards, loose nails and screws, combustible scrap, waste materials, and debris daily (or more frequently if required to maintain safety) from the work area. Burning of rubbish is prohibited. All materials stored outside must be covered, including waste containers such as metal open-top dumpsters and all debris must be cleaned up on a daily basis (or more frequently if required by Amazon). Supplier is responsible for properly disposing of all its waste at Amazon sites and must do so daily. All waste must be removed from the site once Supplier has finished the work and no waste must be left behind.

D. Confined Spaces

If performing confined space entry work at Amazon sites, Supplier will, where required, obtain from site's RME team a confined space entry permit and follow all applicable laws, rule and regulations for monitoring, entry and rescue. Supplier is responsible for maintaining all confined space entry and rescue equipment, and implementing a dedicated confined space rescue plan and team on site.

E. Electrical Safety

Supplier shall inspect portable cord-and-plug connected equipment, extension cords, power bars, and electrical fittings for damage or wear before each use, and replace damaged equipment immediately. Extension cords must never represent a trip hazard. When working on live electrical systems with exposure to electrical shock or arc flash hazards, Supplier shall comply with all applicable laws, rules and regulations. If it is necessary to perform live electrical work, Supplier must obtain an Electrical Work Permit, obtained through the site's WHS Team or Facilities Management Team. Supplier shall ensure equipment and tools are properly grounded or double-insulated. Supplier shall always use ladders made with non-conductive side rails when working with or near electricity or power lines. Ground fault circuit interrupters and grounding systems must be installed by Supplier. Panels and circuit breakers must be accessible and their location communicated to Amazon before commencing work to interrupt the power in case of an emergency.

F. Fall Hazard Control – Working at Heights

If work is being performed at heights above 2 meters or at specified height pursuant to local law or regulations, Supplier must have in place a personal fall protection risk mitigation system. Such system must be compliant with applicable regulatory requirements and standards. Fall protection equipment must be (i) inspected by the user before each use and by a competent person other than the user at intervals of no more than one year, and (ii) maintained and stored in accordance to manufacturer instructions. Horizontal and vertical lifelines must be designed and installed only by qualified persons, under the supervision of a registered structural engineer. Alternative working at height equipment may be used. Where the use of alternative equipment is not possible due to space restrictions, additional administrative controls such as fall arrest system with self-retracting lifelines must be used. If ladders are required, they must be correctly sized, rated, constructed of approved material for the task and be the proper style (extension or step). Makeshift ladders are prohibited. Pre-inspection and proper handling must be conducted prior to use. Vertical ladders of any kind cannot be used in any EU Amazon Site (this include using an A-Frame ladder extended in its vertical up-right position)

Supplier must have a site and task specific fall rescue plan in place that includes (i) environmental and site specific factors which may affect rescue and evacuation operations and how these factors are to be controlled, (ii) roles and responsibilities of each team member in an emergency and/or rescue, (iii) identification of rescue paths and emergency rescue equipment, and (iv) inspection and validation of rescue equipment. Safety equipment must be readily accessible at the Amazon site. If working on the roof, Supplier shall conduct a full risk assessment for the work to be performed and must obtain from site's RME team the relevant Amazon permit to undertake such works. When working near or around floor openings greater than 30 centimeters, these openings must be barricaded, guarded, or covered to prevent any falls. Supplier's Personnel must not work or access the roof alone, unsupervised or outside of regular working hours. All tools and equipment must be removed from the roof each and every day. Materials left on the roof during operations must be secured so that they cannot be blown or dislodged by weather conditions.

G. Hazardous Energy Control

Hazardous energy control or lockout/tagout (LOTO) must be used to control hazardous energy or hazardous motion for all applications, unless for electrical troubleshooting purposes all electrical safety requirements have been followed. Supplier will ensure only authorized Personnel perform LOTO and will provide training records to Amazon upon request. Supplier will ensure such Personnel have individual personal lockout locks and tags that have the authorized person's name. If more than one authorized person will be performing LOTO, Supplier agrees to use a group LOTO captive key or scissors/hasp or similar device that allows all members to safely perform LOTO. Supplier will ensure all authorized persons complete at least an annual LOTO audit, to be provided to Amazon upon request.

H. Drilling and Cutting on the floor, ceilings and walls

Every time a hole or a cut need to be drilled on the floor, ceilings or walls (internal or external), the supplier must:

- Verify through the site drawing and documentation the presence of any power lines or pipes and, if there are, their depth
- Always use a suitable cable locator to verify, on the field, that any power cables, conduits or pipes aren't present nearby the location of the drill.

A permit to work is required every time the supplier is asked to perform any task/activity that requires to drill/cut on the floor (internal and external), ceiling and walls.

I. Hazardous Materials/Chemicals

Supplier must provide Amazon's WHS Team at the site with a list of hazardous chemicals which they plan to use when performing the Services and provide them with a copy of an up-to-date safety data sheet prior to use. Chemical containers must be properly labelled, sealed and stored when not in use as required under the United Nation's Global Harmonization and Classification of Chemicals and any other applicable laws, rules and regulations. All flammable chemicals must be kept in an approved flammable storage area/cabinet

when not in use. Cabinets must be properly labelled as required by applicable laws, rules and regulations. Any chemical spills must be reported immediately to Amazon's WHS Team at the site. Supplier will remove any chemicals and waste on a daily basis and once the job is complete and, in addition, remove combustible materials and debris on a daily basis (and more frequently if required to maintain safety). Supplier is responsible for disposing of all waste and debris generated.

J. Hot Work

Supplier must obtain from the site's RME Team a copy of Amazon's Hot Work Permit on the form specified by Amazon's insurer to undertake any work that may involve burning, welding, cutting, brazing, soldering, grinding, using fire or spark producing tools or other work that produces a source of ignition ("Hot Work"). Hot Work must only be performed by Supplier's qualified Personnel. The designated Hot work area where Hot Work is to be undertaken must be (i) inspected by supplier to ensure it is free of combustible and flammable materials and shall be provided by supplier with curtains or barriers (welding curtains or similar to avoid sparks or arc flash leaving the area), and (ii) appropriately barricaded by supplier (e.g. with caution tape, snow fencing, etc.) to block unwarranted access. Welding equipment must be inspected and all welding hazardous materials must be kept in approved flammable storage. Only minimal quantities of welding hazardous materials may be kept on site.

K. Lifting and Rigging

Rigging equipment and attachments must be inspected by Supplier prior to each use with any defective items tagged and removed from service immediately. Safety latch hooks are required for all hoists. Lifting and rigging operations that involve the following activities must have a safe lift plan: (i) mobile or temporary lifting equipment, or using several pieces of lifting equipment at the same time, (ii) load tilting, (iii) operations in which operator cannot see the load or assistance is required, (iv) suspended loads, (v) lifting of load without any defined hooking points or with an unknown center of gravity, (vi) use of equipment not specifically designed for lifting or operation of lifting equipment using more than 75% of weight capacity for lifting equipment or crane, (vii) lifting near or over buildings or hazardous installations, (viii) use of specifically designed equipment for a specific lifting operation, (ix) lifting of bundles of materials, or (x) lifting of loads that may be exposed to weather conditions outdoors. Supplier's safe lift plan must be issued by Supplier and agreed with Amazon's WHS or RME Teams. Supplier's safe lift plan must include (i) nature, timing, location and characteristics of the rigging and lifting task, (ii) Personnel's training records, (iii) details of necessary amount of Personnel, load weights, equipment, capacity charts and rigging hardware for the task, (iv) optimum rigging configuration to properly support and maneuver the load into place, (v) adequate anchorage points for the lift equipment, and (vi) description of lift area barricade.

L. Powered Industrial Truck Maintenance

Suppliers must complete a pre-task safety checklist prior to completing all tasks on Amazon's sites involving powered industrial trucks ("PIT"). Supplier's Personnel undertaking PIT maintenance must (i) complete Amazon's contractor orientation safety training upon initial assignment and at least annually, (ii) have undertaken hazardous energy control training, including how to safely work on PIT equipment and the use of blocking for crush hazards, (iii) have reviewed a pre-task safety plan checklist setting out process requirements, and (iv) report any safety incidents and/or issues to Amazon's WHS Team. Supplier must have a program in place to audit the pre-task plan, control of hazardous energy, safety equipment inspections and other safety requirements to ensure compliance with these requirements. The audits must be used to identify trends and shall be made available to Amazon upon request.

M. Yard Work

Supplier must prepare a detailed safety plan and complete the Supplier Pre-Task Checklist Work both of which must be approved by Amazon's WHS Team before undertaking any works in Amazon's yard. Supplier must provide a physical barrier such as a vehicle or traffic barricades to separate their hands-on work area from yard traffic. Supplier must use a spotter system to observe yard traffic for the workers engaged in hands-on work inside the yard. Supplier must wear EN ISO Class II or equivalent reflective clothing in the yard. Supplier must have a communication device to enter the yard. Supplier must ensure its Personnel report any yard safety incidents immediately to Amazon's project manager, Amazon Transport Operations Management team or WHS Team on site.

N. Construction Activities

In order to undertake any constructions activities at Amazon sites Supplier must have in place a safety coordination plan which sets out: project data; safety organization, specific list of activities, emergency management, worker qualifications, equipment, plan and systems used, risk assessments, list of required PPE, training, specific safety policies. Daily site coordination meeting is required between supplier and Site safety, RME or Operations team or Project Manager.

Revision History

Date	Rev #	Change Made	Author(s)
December 1 st 2019	0	Initial release of this document.	Marco Marilli
29 May 2020	1	Review of sections 1, 2.3, 2.6, A, F, H and I	Neri Baldini / Olaia Ulloa. Legal approved: Tom Gorrard-Smith
26 May 2021	2	Review of sections 2.2, 2.7, F, H and N	Neri Baldini / Olaia Ulloa. Legal approved: Tom Gorrard-Smith