

Annexure -B

FORM OF SAFETY PLAN TO BE SUBMITTED BY THE CONTRACTOR WITHIN TEN DAYS OF AWARD OF CONTRACT

[TO BE EXECUTED ON A NON JUDICIAL STAMP PAPER WORTH RS. ONE HUNDRED ONLY]

SAFETY PLAN

THIS SAFETY PLAN is made this day of2026 by

..... a Company registered under the Companies Act, 1956/Partnership firm/proprietary concern having its Registered Office at

.....[*to be modified suitably for JV Contractor*] (hereinafter called as 'Contractor' which expression shall include its successors and permitted assigns) for approval of(*insert name of the Employer*)....., a company incorporated under the Companies Act, 1956 having its Registered Office at (*insert registered address of the Employer*)..... for its Contract for (*insert package name, project name along with Specification number of the Contract*).....

WHEREAS(*abbreviated name of the Employer*) has awarded to the Contractor the aforesaid Contract vide its Letter of Award/Contract No. datedand Amendment No. (applicable when amendments have been issued) (hereinafter called the "Contract") in terms of which the Contractor is required to submit 'Safety Plan' along with certain documents to the Engineer In- Charge/Project Manager of the Employer within Ten (10) days of Letter of Award for its approval.

NOW THEREFORE, the Contractor undertakes to execute the Contract as per the safety plan as follows:

1. THAT the Contractor shall execute the works as per provisions of Bidding Documents including those in regard to Safety Precautions / provisions as per statutory requirements.
2. THAT the Contractor shall carry out the maintenance works in a well-planned manner from the commencement of Contract as per agreed criteria/guideline of work so that planning and execution of Operation and Maintenance goes smoothly and consistently throughout the contract duration and the same shall be finalized in association with NETC Engineer In-charge/Project Manager from time to time as required.

3. THAT the Contractor has prepared the safe work procedure for each maintenance activity that is for tower top patrolling, erection of missing members in towers, replacement of defective hardware, replacement of faulty insulators, fixing of missing hardware, etc. and also for foundation works including civil works, erection, stringing, testing & commissioning (as applicable) required to be carried out for restoration of any breakdown that may occur in the transmission line for acceptance and approval of Engineer In-charge. The Contractor shall ensure that on approval of the same from Engineer In-charge/Project Manager, the approved copies will be circulated to Employer's personnel at site [Supervisor(s)/Executive(s) including Foreman/Fitters in their local language / language understood by gang.

THAT the Contractor has prepared minimum manpower deployment plan, activity wise as stated above both for maintenance and construction, which is enclosed at **Annexure – 1A (SP)** for approval of Engineer In-charge/Project Manager.

4. THAT the Contractor shall ensure while executing works that they will deploy their experienced work force as per the terms of the contract. The work force should be well trained as per the safety norms and should follow the safety SoP. This must be ensured by the *site In-charge* at sites and should be documented. All workers shall follow safe working procedures and safety norms as per the company's safety policy. It should also be ensured by the contractor that certified fitters who are climbing towers / doing stringing operations can be easily identifiable with a system like issue of Badge/ Identification cards (ID cards) etc. Colour identification badges should be worn by the workers. In case of deployment of any inexperienced workers/ unskilled workers, reduction of contract price shall be applicable as per the terms of the contract.
5. THAT the Contractor's site In-charge(s) / Engineers / Supervisors available at every site shall brief the workers daily before start of work about safety requirement and warn about imminent dangers and precautions to be taken against the same. (Daily Safety Drill). This is to be ensured without fail by Contractor and maintain record of each work force teams about daily safety instructions issued to workers and put up to NETC site In-charge for his review and record.
6. THAT the Contractor shall ensure that Site In-charge(s) / Engineers / Supervisors should be experienced and well versed with the safe working procedures applicable for transmission line. Contractor has to ensure close supervision while working in critical locations of transmission lines and ensures that all safety instructions are in place and are being followed.
7. THAT the Contractor shall maintain in healthy and working condition all kind of Equipments / Machineries / Lifting tools / Lifting tackles / Lifting gears / All kind of Ropes including wire ropes / Polypropylene ropes etc. used for Lifting purpose during maintenance work and get them

periodically examined and load tested for safe working load in accordance with relevant provisions and requirement of Building & other construction workers Regulation of Employment and Conditions of Services Act and Central Rule 1998, Factories Act 1948, Indian Electricity Act 2003 before start of the project. A register of such examinations and tests shall be properly maintained by the contractor and will be promptly produced as and when desired by the Engineer In-charge/Project Manager or by the person authorized by him. The Contractor has to ensure to give special attention on the formation / condition of eye splices of wire rope slings as per requirement of IS 2762 Specification for wire rope slings and sling legs.

THAT the Contractor has all Lifting machines, lifting Tools / Lifting Tackles / Lifting Gears etc. / All types of ropes and Slings which are subject to safe working load is enclosed at **Annexure – 2 (SP)** for review and approval of Engineer In-charge.

8. THAT the Contractor has to procure sufficient quantity of Personal Protective Equipment (PPE) conforming to Indian / International standards and provide this equipment to every workman at site as per need and to the satisfaction of Engineer-in-charge of NETC. The Contractor's Site in-charge(s) has to ensure that all workmen must use Personal Protective Equipment while attending work. The Contractor shall also ensure that Industrial Safety helmets are being used by all workmen at site irrespective of their working (at height or on ground). The Contractor shall further ensure use of safety shoes by all ground level workers and canvas shoes for all workers working at height, Rubber Gum Boots for workers working in rainy season, Use of Twin Lanyard Full body Safety Harness with attachment of light weight such as aluminum alloy etc. and having features of automatic locking arrangement of snap hook, by all workers working at height for more than three meters and also for horizontal movement on tower shall be ensured by contractor. The Contractor shall not use ordinary half body safety harness at site. The Contractor has to ensure use of Retractable type fall arrestors by workers for ascending / descending on suspension insulator string and other similar works etc., Use of Mobile fall arrestor for ascending / descending from tower by all workers. The contractor has to provide cotton / leather hand gloves as per requirement, Electrical Resistance Hand gloves for operating electrical installations / switches, Face shield for protecting eyes while doing welding works and Dust masks to workers as per requirement. The Contractor will have to take action against the workers not using Personal Protective Equipment at site and those workers shall be asked to rest for that day and also their Salary be deducted for that day. NETC may issue warning letter to site in charge(s) of contractor in violation of above norms.

THAT the Contractor shall prepare a detailed list of PPEs, activity wise, to commensurate with manpower deployed, which is enclosed at **Annexure – 3 (SP)** for review and approval of Engineer In-charge. It

shall also be ensured that the sample of these equipment shall be got approved from NETC supervisory staff before being distributed to workers. The contractor shall submit relevant test certificates as per IS / International Standard as applicable to PPEs used during execution of work. All the PPE's to be distributed to the workers shall be checked by NETC supervisory staff before its usage.

The Contractor also agrees for addition / modification to the list of PPEs, if any, as advised by Engineer In-Charge/Project Manager.

9. THAT the Contractor shall procure, if required sufficient quantity of Earthing Equipment/Earthing Devices complying with requirements of relevant IEC standards (Generally IECs standards for Earthing Equipment/Earthing Devices are – 855, 1230, 1235 etc.) and to the satisfaction of Engineer In-Charge/ Project Manager and contractor to ensures to maintain them in healthy condition.

THAT the Contractor has prepared / worked out minimum number of healthy Earthing Equipment with Earthing lead confirming to relevant IS / European standards per gang wise during tower top maintenance activity/as per requirement, which is enclosed herewith at **Annexure-4 (SP)** for review and acceptance of Engineer In- Charge prior to execution of work.

10. THAT the Contractor shall provide communication facilities i.e. Walkie – Talkie / Mobile Phone, Display of Flags / whistles for easy communication among workers during maintenance activity, *if any*, as per requirement.
11. THAT the Contractor undertakes to depute qualified safety personnel responsible for safety as per requirements of Employer/Statutory Authorities.

The name and address of such safety personnel of contractor will be promptly informed in writing to Engineer In -charge. The list is enclosed at **Annexure- 5A (SP)**.

12. The Engineer In -charge shall have the right at his sole discretion to stop the work, if in his opinion the work is being carried out in such a way that it may cause accidents and endanger the safety of the persons and/or property, and/or equipment. In such cases, the Contractor shall be informed in writing about the nature of hazards and possible injury/accident and he shall comply to remove shortcomings promptly. The decision of the Engineer In -charge in this respect shall be conclusive and binding on the Contractor.
13. THAT, if the investigation committee of Employer observes any accident or the Engineer In-charge of the Employer based on the report of the Engineer/Supervisor of the Employer at site observes any failure on the Contractor's part to comply with safety requirement / safety rules/ safety standards/ safety instruction as prescribed by the Employer or as

prescribed under the applicable law for the safety of the equipment, plant and personnel and the Contractor does not take adequate steps to prevent hazardous conditions which may cause injury to its own employees or employee of any other Contractors or Employer or any other person at site or adjacent thereto, or public involvement because of the Contractor's negligence of safety norms, the Contractor shall be liable to pay a compensation of Rs. 10,00,000/- (Rupees Ten Lakh only) per person affected causing death and 2,00,000/- (Rupees Two Lakh only) per person for serious injuries / 25% or more permanent disability to the Employer for further disbursement to the deceased family/ Injured persons. The permanent disability has the same meaning as indicated in Workmen's Compensation Act 1923. The above stipulations is in addition to all other compensation payable to sufferer as per workmen compensation Act / Rules.

THAT as per the Employer's instructions, the Contractor agrees that this amount shall be deducted from their running bill(s) immediately after the accident, That the Contractor understands that this amount shall be over and above the compensation amount liable to be paid as per the Workmen's Compensation Act /other statutory requirement/ provisions of the Bidding Documents.

14. THAT the Contractor shall submit Near-Miss-Accident report along with action plan for avoidance such incidence /accidents to Engineer – In-charge. Contractor shall also submit Monthly Safety Activities report to Engineer – In-charge and copy of the Monthly Safety Activities report also to be sent to Safety In-charge at *Guwahati Office* of the Employer for his review record and instructions.
15. THAT the Contractor is submitting a copy of Safety Policy/ Safety Documents of its Company which is enclosed at **Annexure-6 (SP)** and ensure that the safety Policy and safety documents are implemented in healthy spirit.
16. THAT the Contractor shall make available of First Aid Box [Contents of which shall be as per Building & other construction workers (Regulation of Employment and Conditions of Services Act and Central Rule 1998 / NETC Guidelines)] to the satisfaction of Engineer In-Charge with each gang at site and ensures that trained persons in First Aid Techniques with each gang before execution of work.
17. THAT the Contractor shall submit an 'Emergency Preparedness Plan' for different incidences i.e. Fall from height, Electrocution, Sun Stroke, Collapse of pit, Collapse of Tower, Snake bite, Fire in camp / Store, Flood, Storm, Earthquake, Militancy etc. while carrying out different activities under execution i.e. tower top patrolling, erection of missing members in towers, replacement of defective hardware, replacement of faulty insulators, fixing of missing hardware etc. and also for disposal of

materials at site / store etc. which is enclosed at **Annexure-7 (SP)** for approval of the Engineer In-Charge before start of work.

18. THAT the Contractor shall organize Safety Training Programs and Safety Drill on Safety, Health and Environment and for safe execution of different activities of works i.e. tower top patrolling, erection of missing members in towers, *replacement* of defective hardware, replacement of faulty insulators, fixing of missing hardware, etc. and also for disposal of materials at site / store etc. for their employees on regular basis. A pocket size safety manual containing basic safety guidelines may be prepared and circulated among their employees.

The Contractor, therefore, submits copy of the module of training program, enclosed at **Annexure-8 (SP)**, to Engineer In-charge for its acceptance and approval and records maintained.

19. THAT the Contractor shall develop and display Safety Posters of maintenance activity at site and also at camp where workers are generally residing.
20. THAT the Contractor, during the execution of the works shall observe during the execution of the works, requirements of safety which would generally include but not limited to following (the "Safety Rules"):

Safety Rules

- a. Each of the Contractor's Personnel shall be provided with initial indoctrination regarding safety by the Contractor, so as to enable him to conduct his work in a safe manner.
- b. No Contractor's Personnel shall be given a new assignment of work unfamiliar to him without proper introduction as to the hazards incident thereto, both to himself and his fellow employees.
- c. Under no circumstances shall an employee hurry or take unnecessary chance when working under hazardous conditions.
- d. Contractor's Personnel must not leave naked fires unattended. Smoking shall not be permitted around fire prone areas and adequate firefighting equipment shall be provided at crucial locations.
- e. Contractor's Personnel under the influence of any intoxicating beverage, even to the slightest degree shall not be permitted to remain at work.
- f. There shall be a suitable arrangement at every work site for rendering prompt and sufficient first aid to the injured.
- g. The staircases and passageways shall be adequately lighted.
- h. The Contractor's Personnel when working around moving machinery, must not be permitted to wear loose garments. Safety shoes are recommended when working in shops or places where materials or tools

are likely to fall. Only experienced workers shall be permitted to go behind guard rails or to clean around energized or moving equipment.

- i. The Contractor's Personnel must use the standard protection equipment as applicable for each job. Each piece of equipment shall be inspected before and after it is used. The safety belt should be securely anchored in closed part while climbing the tower instead of anchoring in step bolts while climbing the towers by the fitters.
- j. For multiple climbing activities on a single tower, it is imperative to install a vertical fall arrestor at the commencement of work. The installation must align strictly with the Job Safety Analysis (JSA) and Hazard Identification and Risk Assessment (HIRA). Both JSA and HIRA should be prepared and completed before initiating any activities on the tower.
- k. Any act of negligence, non-compliance with prescribed safety measures, or failure to report safety hazards, will result in penalties and may lead to immediate termination of the contract. Additionally, any small but repeated safety oversights that compromise workplace safety should be subject to progressive disciplinary action, including financial penalties, suspension, and, in extreme cases, contract termination.
- l. **Vigilant Supervision:** Supervisors/Engineers must maintain constant vigilance from ground level to guide workmen effectively during climbing and tower maintenance operations.
 - a. **Enhanced Contractor Accountability:** Ensure greater accountability in implementing and adhering to safety protocols in line with NETC Safety Manual. The Safety Meet by the Contractor should be held on monthly basis instead of quarterly to enhance ongoing safety monitoring and improvements.
 - b. **Restricted Mobile Usage:** Strict prohibition of mobile phone usage while climbing the tower to prevent distractions and instead use walkie-talkies for communication. Further, it is recommended to use a dedicated digital camera to capture before and after rectification job images instead of mobile phones.
 - c. **Conducting Safety pep talks and Site Visit by Site Safety Officer:** Conducting pep talk by NETC site safety officer on D-1 basis and on the day during the shutdown work and report to the in charge/supervisor of the respective site sections for the safety precaution/procedures to be followed during the work to be carried out. Also, conducting visit to every site office by the site safety officer for mock drill at least at an interval of 2 months. Necessary monitoring to be done time to time.
- m. Requirements of ventilation in underwater working to licensed and experienced divers, use of gum boots for working in slushy or in inundated conditions are essential requirements to be fulfilled.

- n. In case of rock excavation, blasting shall invariably be done through licensed blasters and other precautions during blasting and storage/transport of charge material shall be observed strictly.
- o. Contractor shall submit MIS for safety on weekly and monthly basis to the Engineer-in-charge of respective line sections.
21. THAT the Contractor shall ensure to provide potable and safe drinking water for workers at site / at camp.
22. THAT the Contractor shall do health checkup of all workers from competent agencies as per statutory requirement.
23. THAT the Contractor shall submit information along with documentary evidences in regard to compliance to various statutory requirements as applicable which are enclosed at **Annexure-10A (SP)**.

The Contractor shall also submit details of Insurance Policies taken by the Contractor for insurance coverage against accident for all employees are enclosed at **Annexure-10B (SP)**.

24. THAT a check-list in respect of aforesaid enclosures along with the Contractor's remarks, wherever required, is attached as **Annexure-11 (SP) Check List** herewith.

THE CONTRACTOR shall incorporate modifications/changes in this 'Safety Plan' necessitated on the basis of review/comments of the Engineer In-Charge within fourteen (14) days of receipt of review/comments and on final approval of the Engineer In-Charge of this 'Safety Plan', the Contractor shall execute the works under the Contract as per approved 'Safety Plan'.

IN WITNESS WHEREOF, the Contractor has hereunto set its hand through its authorized representative under the common seal of the Company, the day, month and year first above mentioned.

For and on behalf of

M/s.....
.....

WITNESS:

1 Signature.....

Signature.....

Tender Ref. No.: NETC/Ghy/OTE/O&M-Work/2026-27/007

Name.....

Name.....

Address.....

Address.....

2 Signature.....

Authorized representative

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Name.....

(Common Seal)

Address.....

(In case of Company)

Note:

All the annexure referred to in this “Safety Plan“ are required to be enclosed by the contractor as per the attached “Check List “.

- 1 Safety Plan is to be executed by the authorized person and (i) in case of contracting Company under common seal of the Company or (ii) having the power of attorney issued under common seal of the company with authority to execute such contract documents etc., (iii) In case of (ii), the original Power of Attorney if it is specifically for this Contract or a Photostat copy of the Power of Attorney if it is General Power of Attorney and such documents should be attached to this Safety Plan.
- 2 For all safety monitoring/ documentation, In-charge (O&M) at site Guwahati office will be the nodal Office for communication.

CHECK LIST FOR SEFETY PLAN

Sl. No.	Details of Enclosure	Status of Submission of information/ documents	Remarks
1.	Annexure – 1 A (SP) Manpower deployment plan, activity wise e.g. tower top patrolling, erection of missing members in towers, replacement of defective hardware, replacement of faulty insulators, fixing of missing hardware, etc. including disposal of materials at site / store etc.	Yes/No	
2.	Annexure – 2 (SP) List of Lifting Machines i.e. Crane, Hoist, Trifor, Chain Pulley Blocks etc. and Lifting Tools and Tackles i.e. D shackle, Pulleys, come along clamps, wire rope slings etc. and all types of ropes i.e. Wire ropes, Poly propylene Rope etc. used for lifting purposes along with test certificates.	Yes/No	
3.	Annexure – 3 (SP) List of Personal Protective Equipment (PPE), activity wise including the following along with test certificate of each as applicable: 1. Industrial Safety Helmet to all workmen at site. (EN 397 / IS 2925) with chin strap and back stay arrangement. 2. Safety shoes without steel toe to all ground level workers and canvas shoes for workers working on tower.	Yes/No	

S. N.	Details of Enclosure	Status of Submission of information/ documents	Remarks
	<ol style="list-style-type: none"> 3. Rubber Gum Boot to workers working in rainy season / concreting job. 4. Twin lanyard Full Body Safety harness with shock absorber and leg strap arrangement for all workers working at height for more than three meters. Safety Harness should be with attachments of light weight such as of aluminum alloy etc. and having a feature of automatic locking arrangement of snap hook and comply with EN 361 / IS 3521 standards. 5. Mobile fall arrestors for safety of workers during their ascending / descending from tower / on tower. EN 353 -2 (Guided type fall arresters on a flexible anchorage line.) 6. Retractable type fall arrestor (EN360: 2002) for ascending / descending on suspension insulator string etc. 7. Providing of good quality cotton hand gloves / leather hand gloves for workers engaged in handling of tower parts or as per requirement at site. 8. Electrical Resistance hand gloves to workers for handling electrical equipment / Electrical connections. IS: 4770 9. Dust masks to workers handling cement as per requirement. 10. Face shield for welder and Grinders. IS: 1179 / IS: 2553 11. Other PPEs, if any, as per requirement etc. 		

4.	Annexure – 4 (SP) List of Earthing Equipment / Earthing devices with Earthing lead conforming to IECs for earthing equipment are – (855, 1230, 1235 etc.) gang wise for stringing activity/as per requirement	Yes/No	
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Sl. No.	Details of Enclosure	Status of Submission of information/ documents	Remarks
5.	Annexure – 5A (SP) List of Qualified Safety Officer(s) along with their contact details	Yes/No	
6.	Annexure – 6 (SP) Copy of Safety Policy/ Safety Document of the Contractor's company	Yes/No	
7.	Annexure – 7 (SP) 'Emergency Preparedness Plan' for different incidences i.e. Fall from height, Electrocution, Sun Stroke, Collapse of pit, Collapse of Tower, Snake bite, Fire in camp / Store, Flood, Storm, Earthquake, Militancy etc. while carrying out different activities under execution i.e., tower top patrolling, erection of missing members in towers , replacement of defective hardware, replacement of faulty insulators, fixing of missing hardware, etc. and also for disposal of materials at site / store etc.	Yes/No	
8.	Annexure – 8 (SP) Safety Audit Check Lists (Format to be enclosed)	Yes/No	
9.	Annexure – 9 (SP) Copy of the module of Safety Training Programs on Safety, Health and Environment,	Yes/No	

S. No.	Details of Enclosure	Status of Submission of information/ documents	Remarks
	safe execution of different activities of works for Contractor's own employees on regular basis and sub-contractor employees.		
10.	Annexure – 10A (SP) Information along with documentary evidences in regard to the Contractor's compliance to various statutory requirements including the following:		
(i)	<u>Electricity Act 2003</u> [Name of Documentary evidence in support of compliance]	Yes/No	
(ii)	<u>Factories Act 1948</u> [Name of Documentary evidence in support of compliance]	Yes/No	
(iii)	<u>Building & other construction workers (Regulation of Employment and Conditions of Services Act and Central Act 1996) and Welfare Cess Act 1996 with Rules.</u> [Name of Documentary evidence in support of compliance]	Yes/No	
(iv)	<u>Workmen Compensation Act 1923 and Rules.</u> [Name of Documentary evidence in support of compliance]	Yes/No	
(v)	<u>Public Insurance Liabilities Act 1991 and Rules.</u> [Name of Documentary evidence in support of compliance]	Yes/No	

S. N.	Details of Enclosure	Status of Submission of information/ documents	Remarks
(vi)	Indian Explosive Act 1948 and Rules. <hr/> <i>[Name of Documentary evidence in support of compliance]</i>	Yes/No	
(vii)	Indian Petroleum Act 1934 and Rules. <hr/> <i>[Name of Documentary evidence in support of compliance]</i>	Yes/No	
(viii)	License under the contract Labour (Regulation & Abolition) Act 1970 and Rules. <hr/> <i>[Name of Documentary evidence in support of compliance]</i>	Yes/No	
(ix)	Indian Electricity Rule 1956 and amendments if any, from time to time. <hr/> <i>[Name of Documentary evidence in support of compliance]</i>	Yes/No	
(x)	The Environment (Protection) Act 1986 and Rules. <hr/> <i>[Name of Documentary evidence in support of compliance]</i>	Yes/No	
(xi)	Child Labour (Prohibition & Regulation) Act 1986. <hr/> <i>[Name of Documentary evidence in support of compliance]</i>	Yes/No	

(xii)	National Building Code of India 2005 (NBC 2005).	Yes/No	
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S. No.	Details of Enclosure	Status of Submission of information/ documents	Remarks
	<i>[Name of Documentary evidence in support of compliance]</i>		
(xiii)	Indian standards for construction of Low/ Medium/ High/ Extra High Voltage Transmission Line <i>[Name of Documentary evidence in support of compliance]</i>	Yes/No	
(iv)	Any other statutory requirement(s) <i>[please specify]</i> <i>[Name of Documentary evidence in support of compliance]</i>	Yes/No	
11.	Annexure – 10B (SP) Details of Insurance Policies along with documentary evidences taken by the Contractor for the insurance coverage against accident for all employees as below:		
(i)	Under Workmen Compensation Act 1923 and Rules. <i>[Name of Documentary evidence in support of insurance taken]</i>	Yes/No	
(ii)	Public Insurance Liabilities Act 1991 <i>[Name of Documentary evidence in support of insurance taken]</i>	Yes/No	
(iii)	Any Other Insurance Policies <i>[Name of Documentary evidence in support of insurance taken]</i>	Yes/No	