

Integration of Environment, Safety, and Health Service Subcontract Specifications for Low Risk Subcontracts

All work must be performed in accordance with the U.S. Department of Energy (DOE) Acquisition Regulation (DEAR) Clause 970.5223-1, *Integration of Environment, Safety, and Health Into Work Planning and Execution*, applicable 10 CFR 851, *Worker Safety and Health Program* requirements, and all applicable federal regulations and site-specific requirements.

The Subcontractor must take all reasonable precautions in the performance of the work under this subcontract to protect the environment, safety, and health of employees and members of the public. The Company shall notify the Subcontractor, in writing, of any noncompliance with the provisions of this Clause. After receipt of such notice, the Subcontractor must immediately take corrective action. In the event that the Subcontractor fails to comply with said regulations and requirements, The Company may, without prejudice to any other legal or contractual rights of The Company, issue an order stopping all or any part of the work; thereafter, a start order for resumption of the work may be issued at the discretion of The Company. The Subcontractor must make no claim for an extension of time or for compensation or damages by reason of, or connection with, such work stoppage.

In performing work under this Subcontract, the Subcontractor must perform work safely, in a manner that ensures adequate protection for employees, the public, and the environment, and must be accountable for the safe performance of work. The Subcontractor must exercise a degree of care commensurate with the work and the associated hazards. The Subcontractor must ensure that management of environment, safety, and health functions and activities becomes an integral, but visible, part of the Subcontractor's work planning and execution processes.

The Subcontractor must ensure that all applicable legal, contractual, technical, environmental, safety, and health requirements are flowed down to lower-tier subcontractors and must remain responsible for ensuring compliance by its lower-tier subcontractors. Such requirements include, but are not limited to, Stop Work Authority, Worker Rights and Integrated Safety Management DEAR Clause (970.5223-1).

In March 2026, the National Nuclear Security Administration (NNSA) approved a permanent variance from certain requirements incorporated by reference in 10 CFR 851. The variance implements a risk-based approach to worker safety and health, while maintaining an equivalent level of worker protection. Subcontractors must comply with the terms and conditions of the approved variance, as applicable to their work activities, and should familiarize affected workers with its requirements. The variance is available at: [Application for Permanent Variance to 10 CFR Part 851](#).

The variance affects the following consensus standards incorporated by number reference in 10 CFR 851.23(a):

- (9) American Conference of Governmental Industrial Hygienists (ACGIH), *Threshold Limit Values for Chemical Substances and Physical Agents and Biological Exposure Indices* (2016);
- (10) American National Standards Institute (ANSI/ASSE) Z88.2, *American National Standard Practices for Respiratory Protection* (2015);
- (11) ANSI Z136.1, *Safe Use of Lasers* (2014);
- (12) ANSI Z49.1, *Safety in Welding, Cutting and Allied Processes*, Sections 4.3 and E4.3 (2012);
- (13) National Fire Protection Association (NFPA) 70, *National Electrical Code* (2017);
- (14) NFPA 70E, *Standard for Electrical Safety in the Workplace* (2015).

Nothing in the approved variance relieves the Subcontractor of its obligation to comply with applicable Occupational Safety and Health Administration (OSHA) standards or other federal, state, and local requirements. The Company reserves the right to supplement or tailor environmental, safety, and health requirements based on the scope, complexity, and hazards of the work. Such requirements will be communicated through the Statement of Work (SOW) and other subcontract documents, as applicable.

If a Subcontractor's employees are required by federal, state, or local regulations to participate in a medical or exposure monitoring program, the Subcontractor must provide occupational medical services under the direction of a licensed physician and must comply with all applicable OSHA medical surveillance requirements.

Integration of Environment, Safety, and Health Service Subcontract Specifications for Low Risk Subcontracts

The Subcontractor must submit to the Subcontract Technical Representative (STR) written notice of a local medical provider for employees requiring local medical care. In any emergent medical situation, The Company's Occupational Health Services or Emergency Services will provide the appropriate triage, stabilization, and transport of the worker.

Subcontractor must possess and maintain an internal project-specific Safety and Health Plan (SHP) that provides for safety over all aspects of the subcontract activities to be performed, including specific programs as required by OSHA. The Company reserves the right to request and review the Subcontractor's SHP and associated documentation at any time.

Hazard Communication Program— All chemicals brought on site must be labeled in accordance with 29 CFR 1910.1200, *Hazard Communication*. The Subcontractor must provide to The Company STR copies of the safety data sheet prior to bringing chemicals on-site. The STR, must forward copies of safety data sheet to the Hazardous Material Inventory System (HMIS) Coordinator prior to the Subcontractor bringing chemicals on-site. All chemicals stored on-site must follow applicable NFPA storage guidelines.

In addition, per 40 CFR 370, *Hazardous Chemical Reporting: Community Right-to-Know*, on a monthly basis, the Subcontractor must provide to the STR the completed inventory form UCN-21445, *Subcontractor Hazardous Materials Inventory Report*. This inventory report must identify any chemicals brought on site at any point during that month. Each month the STR must forward copies of the completed chemical inventory form to the Hazardous Materials coordinator

When Hoisting and Rigging activities are authorized to be performed on site these activities must follow the requirements of DOE-STD-1090-2020, *DOE Hoisting and Rigging Standard*.

Authorized current permits (e.g., confined space, environmental) are required before work begins. The Company shall provide the permits, unless Environment, Safety, and Health (ES&H) approves the Subcontractor's program. Permits provide details on the type of activity to be performed and the safety requirements necessary to perform the job. Permits must be posted in a designated area of the workplace and the instructions must be followed.

Lockout/Tagout of hazardous energy sources (e.g., electrical, hydraulic) is to be implemented by The Company. Lockout/Tagout will be performed in accordance with The Company's Lockout/Tagout Program.

Environmental Compliance—The Subcontractor must comply with all applicable environmental protection laws, executive orders, ordinances, regulations, directives, and codes. Upon request, the Subcontractor must submit an Environmental Compliance Plan (ECP) outlining the methods proposed to address the environmental requirements specified in the SOW. The ECP, which may be combined with safety and health and radiation protection or radiological control plans as an ES&H site specific plan, must specify the person responsible for ensuring the requirements are met. Additionally, the subcontractor must comply with applicable requirements of statutes, regulations, and ordinances pertaining to protection of historical and cultural resources.

Suspect/Counterfeit Materials and Equipment—The Subcontractor must comply with all requirements established in the subcontract terms and conditions related to restrictions and controls of suspect and counterfeit materials and equipment.

ES&H Submittals—Some subcontracted work scopes may require that subcontractors provide certain documents such as Safety Performance History, OSHA Logs, SHP, safety and health programs, training, certifications, medical provider information, etc. upon request.

Radiological Control Compliance —The Subcontractor must comply with all applicable radiological control regulations and requirements of the DOE, and must take all reasonable precautions in the performance of the work under this subcontract to protect the safety and health of employees and members of the public. The Subcontractor must adhere to the applicable radiological control requirements contained in the site requirements as delineated in the SOW. The requirements incorporate 10 CFR 835, *Occupational Radiation Protection* and other DOE contractual radiological control requirements that flow down to the Subcontractors. All Subcontractor personnel must conform to The Company applicable and area specific radiological control rules and procedures.

Integration of Environment, Safety, and Health Service Subcontract Specifications for Low Risk Subcontracts

Site Reporting Requirements—The Subcontractor must report to the STR all site incidents (i.e., injuries, illnesses, fires, spills, near misses, property or equipment loss) for proper investigation and disposition. Report serious events requiring immediate response to the Y-12 Operations Center (865-574-7172).

The Subcontractor submits in writing, through the STR to the ES&H Injury/Illness Case Management Department, DOE F 5484.3, *DOE Individual Accident/Incident Report*, within five working days of accidents or incidents. The Subcontractor must participate in critiques and in investigations, as appropriate.

The Subcontractor must submit Subcontract Tabulation of Work Hours utilizing form UCN-21439, *Subcontract Safety Performance Report*, before the fifth day each month for the preceding month.

Compliance to Federal, State, and Local Regulations —All subcontract personnel on The Company's property must comply with all applicable federal, state, and local standards and regulations including but not limited to, OSHA, U.S. Department of Transportation (DOT) regulations, Federal Motor Carrier Safety Regulations (FMCSR), Pipeline and Hazardous Material Safety Administration (PHMSA), and Hazardous Materials Regulations (HMR).

Transportation Compliance Verification—Commercial Motor Vehicles defined by 49 CFR 390.5, *Definitions*, must conform to all applicable laws/regulations, to include Federal Motor Vehicle Safety Standards. All off-site and on-site nonhazardous and hazardous materials, substances, and waste transportation and commercial motor vehicle activities must be performed in full compliance with all applicable federal, state, and local requirements, to include proper packaging, marking, labeling, placarding, shipping documentation, emergency response requirements, vehicle inspection, load securement, vehicle condition and driver qualification. Motor carriers must provide/demonstrate that:

- A. Commercial vehicle operators are properly licensed and medically certified, and Subcontractor must provide list of qualified drivers including their driver licenses and medical cards.
- B. Commercial vehicle has a current periodic (annual) inspection and are in compliance with the FMCSR, PHMSA, and HMR.
- C. Carrier has sufficient liability insurance as outlined in the FMCSR.
- D. Carrier has a Safety and Fitness Electronic Records (SAFER) Score not exceeding 85.

Commercial vehicles are subject to a compliance inspection administered by Transportation Safety representatives upon arriving on site.

An over dimensional shipment must be governed by UCN-26736, *Integration of Environment, Safety, and Health Service Subcontract Specifications for Moderate/High Risk Subcontracts*.

All Subcontractor personnel must conform to The Company applicable and/or specific occupational safety and health rules and procedures as delineated in SOW.

Worker Safety and Health Program—Unless otherwise specified in the subcontract document, subcontractors working on-site will work under The Company approved Worker Safety and Health Program. The subcontract between the Company and the Subcontractor will contain specific subcontract scope, applicable worker safety and health requirements, and other terms and conditions.

Subcontractor Evaluation—All on-site solicitations and awarded subcontracts will contain a clause titled Performance Evaluation Program. This clause will inform Subcontractors that their subcontract may be evaluated under The Company subcontractor performance evaluation process.

The Company shall be responsible for the disposition of all recyclable material and waste generated as a result of this subcontract. The Subcontractor must work with the STR to identify potential waste streams, and The Company's Waste Management will provide a Waste Management Plan (WMP) that contains the requirements to follow if it is determined to be required by The Company's Waste Management.

The Subcontractor must acknowledge the requirements outlined in the WMP. All recyclable and waste products including Universal Waste materials (e.g., lamps, batteries, etc.) will be dispositioned in accordance with The Company's WMP.

Integration of Environment, Safety, and Health Service Subcontract Specifications for Low Risk Subcontracts

The STR must direct the Subcontractor to segregate and accumulate recyclable material, universal waste, and waste in appropriately identified containers and store containers in approved designated areas at the facility.

The STR shall complete any necessary forms/submittals to facilitate the materials disposition. The Subcontractor must bag/containerize waste/recyclable materials at the direction of the STR and in accordance with the WMP, but will not remove any waste/recyclable materials from Y-12.

If waste streams are identified that are not addressed in the existing WMP, the STR will contact Waste Management to update the WMP. The Subcontractor must comply with The Company, DOE, and applicable regulatory requirements related to material reuse and recycle and waste management.