



Environmental, Health and Safety Manual

Tenant Construction

Background

General Compliance:

The following manual is to provide high-level requirements for compliance with federal, state and local laws and for the protection of associates and customer's safety and health as well as the protection of the environment in the communities Walmart serves. Nothing in this manual shall reduce or release Tenant from its obligations in its lease or other agreements with Walmart. Additionally, this manual does not relieve Tenant contractors ("Contractors") of their obligations under their contracts, nor should it serve as a substitute for Contractors' own Environmental, Health and Safety Manual. Regarding general safety, Contractors must always comply with applicable environmental, health, and safety laws. In the course of the work, the Contractor must not take actions or create unsafe conditions that would cause harm to Walmart associates or customers or cause Walmart to become non-compliant with environmental, health, or safety laws.

Coordination of work with Walmart General Contractors on major construction projects:

Walmart obligates its general contractors to act as "Controlling Contractor" on large multi-employer worksites. If a Tenant contracts work at a facility where Walmart has engaged a general contractor that is mobilized to the site, Contractor personnel must check in and out with the Walmart general contractor and coordinate all work to ensure all personnel are aware of any safety hazards that are present or could become present on the jobsite and the Walmart general contractor is aware of any safety hazards associated with Contractor's work.

References

Regulations (includes but not limited to):

- U.S. OSHA 29 CFR 1910, 29 CFR 1926
 - U.S. EPA 40 CFR (CWA, CAA, RCRA, SARA, CERCLA, FIFRA, TSCA)
 - NESHAP (Asbestos National Emission Standards for Hazardous Air Pollutants)
 - National Fire Protection Association
 - FMCSA 49 CFR (DOT)
 - Corresponding State and Local Regulations
 - Compliance Hotline: (800)-530-9923
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Environmental Health and Safety Manual

The following are Walmart Inc.'s (and subsidiaries including Sam's Club) Environmental Health and Safety Compliance requirements for various situations that may arise during the course of work.

1. **Incident Reporting – Contractors** incidents involving serious injury, death, or spills of any quantity of hazardous materials must be immediately (less than 4 hours) reported to Walmart by calling the Walmart Compliance Hotline at (800)-530-9923.
2. **Silica** –Contractors must comply with OSHA's Respirable Crystalline Silica Standard published in 29 CFR 1926.1153 and 29 CFR 1910.1053.
 - a. Walmart Requirements for Compliance with OSHA §1926.1153 - Respirable Crystalline Silica Standard
 - i. **Responsibility of the Contractor** - In all buildings or spaces occupied by Walmart or its tenants, Contractor shall ensure that their work does not expose associates or customers to respirable crystalline silica.
 - ii. **PPE** - In all buildings or spaces occupied by Walmart or its tenants, indoor construction tasks required by OSHA's Silica Standard to be performed using PPE must be effectively segregated and screened from the view of associates, customers, and others.
3. **Hot Work** – Safety laws require Walmart to issue hot work permits because of the hazardous materials that exist in "facilities occupied by Walmart". In projects that take place in facilities occupied by Walmart, Contractor must obtain a valid hot work permit through the onsite Store/Club management team before beginning any hot work. . Hot Work includes any work that could ignite a fire (including but not limited to grinding, soldering, cutting, welding, etc.). Any questions regarding this procedure should be posed to Walmart's Fire Protection team by calling the Walmart Compliance Hotline at (800)-530-9923 and ask to speak with a Fire Protection Manager in the Compliance Department.
4. **Fire Sprinkler System** – Before impacting any part of a sprinkler system, Contractor must first coordinate with Walmart's Fire Protection team by calling the Walmart Compliance Hotline at (800)-530-9923 and ask to speak with a Fire Protection Manager in the Compliance Department. Any time there will be a service interruption to any part or zone of the fire protection system the store/club must be put on "Fire Watch". Contractor is required to work with store/club



management to ensure the “Fire Watch Procedure”, available to store management on the “WIRE”, is fully implemented **before the protection is interrupted.**

5. **Electrical Work**

- a. **Live Work** – Walmart prohibits all work on energized circuits, “live work”, except for inspections and diagnostic work as defined by NFPA 70E.
- b. **Lockout Tagout** – Contractors must de-energize, lock out, and tag all energized circuits except as described above, in order to prevent exposure to live electrical circuits. Contractors involved in service and/or maintenance of equipment or electrical circuits must follow these steps:
 - i. Contractors must provide a copy of their Lockout Tagout Procedures with the Walmart general contractor (if any) and Store/Club manager. If there is not a Walmart general contractor, then each Contractor must provide a copy of their Lockout Tagout Procedures with each other as well. The sharing and communication efforts should be documented and must be effective to ensure the parties have sufficient knowledge not to violate the other parties’ procedures.
 - ii. Notice: Walmart store/club associates do not meet the qualifications of “Authorized Personnel” (except those authorized to service the Auto Care Center/TBC air compressors) and should not be asked to perform any function associated with Lockout/Tagout or the work being performed.
 - iii. Contractors must utilize their own lockout/tagout equipment.
 1. Contractors must effectively and timely communicate with store management regarding the status of services provided, including, but not limited to:
 - a. De-energizing and re-energizing of equipment.
 - b. Prior notification about lockout/tagout of additional equipment as a result of the original scope of work.
 - c. Completion of work.
 - d. Any failure by store/club associates to comply with the Contractors lockout/tagout program.
 - iv. Walmart is not responsible for Contractors work procedures.

6. **Gas and Diesel Equipment** – Contractor is prohibited from using gasoline or diesel equipment inside facilities occupied by Walmart. Electric equipment is preferred. Propane equipment is allowed but must be certified and maintained for use indoors.



7. **Propane** - Propane is only allowed in the building when propane equipment is in use and cannot be stored inside the building. Propane must be removed from the building and properly stored when the equipment is not in use.
8. **Segregation of Work** – When there is risk of harm due to construction or maintenance work in an area where there is an expectation that customers, vendors or associates are or could become present, Contractor is to provide one of the following protective measures in order to segregate the work from the retail environment:
 - a. **Spotter(s) (or signal persons)** - In addition to equipment operators, spotters are required, whose sole responsibility shall be to provide verbal notice to customers and associates regarding the construction/maintenance risk and assist with ensuring the work is properly segregated from the retail environment. Spotters are not required where there is no expectation that customers, vendors or Walmart Associates will be present.
 - b. **Barricade(s)** – An appropriate barricade can be deployed to protect customers, associates, and vendors. Some things to consider when selecting and constructing barricades include but are not limited to work location, proximity to the public or store/club associates who could be exposed to hazards, types of hazards involved in the work, cost efficiency, etc. Barricades and signing should warn individuals who could potentially be exposed to the hazards and guard against their exposure and risk of harm. It is the responsibility of the Contractor/maintenance provider to use the appropriate barricade for each situation.
 - c. **Effectiveness of Dust Walls and Barricades** – Where the work occurs in areas that are completely segregated by use of barricades such as dust walls, Contractor is responsible to ensure that dust walls are sufficiently sealed to prevent odors, particulates, dust, fumes, exhaust gases or any other by-product of construction from entering areas occupied by Walmart or its customers, associates, vendors, suppliers, or owners tenants.
9. **Edge Protection on cooler/freezers (netting)** – netting has been placed on top of most walk-in coolers and freezers. The purpose is to warn Contractors of the cooler edge and a fall hazard. Fall protection should be used anytime a worker accesses the top of a cooler, regardless of the presence of netting. If netting is damaged during the course of work, it must be repaired or replaced according to Unispec – 13300. Contractors can obtain a copy of the spec from their Walmart Project Management contact. Netting installation work must comply with Unispec-13300.
10. **Crane Operation** – In facilities occupied by Walmart, crane lifts must not take place over Walmart associates, customers, vendors, suppliers, Walmart contractors, or any other third person.



Where crane operations over said individuals may be necessary each lift must be coordinated with store management so that all persons can be removed and Contractor can barricade the affected area off before the lift begins. A minimum radius of 110% the height of the crane should be cleared and barricaded off to protect customers and associates from hazards associated with the lift. If there are questions regarding this requirement, contact the Walmart Compliance Hotline at (800)-530-9923 and ask to speak with a Real Estate Safety Manager.

11. Asbestos –

- a. Existing building materials that are of a class to possibly contain asbestos, examples include but are not limited to floor tile, flooring adhesive, drywall mud, tape and bedding, etc., should not be disturbed without first validating that asbestos is not present. This is accomplished through reviewing the most recent asbestos survey for a specific site. Surveys are available through your Home Office Walmart contact. Tenant shall not conduct its own asbestos survey.
- b. Contractors other than those specifically hired to abate asbestos are strictly prohibited from disturbing asbestos in any way. In the course of work at a Walmart facility, if a Contractor recognizes materials that are suspected to contain asbestos they shall immediately stop work and report the suspect material by calling the Walmart Compliance Hotline at (800)-530-9923 and ask to speak with a Real Estate Safety Manager.

12. Hazardous Materials

a. **Toxic and Hazardous Substances** – Any work activity that occurs in a building occupied by Walmart, where Contractor could introduce into the environment a toxic or hazardous substance, must be compliant with 29 CFR 1910.1200 or one of OSHA's specific Toxic Substance laws, whichever is applicable, without consideration of protection factors associated with personal protective equipment. Exposure must be kept below any limits that require PPE in order for Walmart to be compliant with environmental, health, and safety laws relative to Walmart associates and customers. Associates or customers must not be asked or required to wear personal protective equipment for protection against hazards created by Contractor.

b. **Supplied by Contractor:** Chemicals, products, and their containers brought to the facility by Contractor that may be hazardous in nature must be removed from Walmart facilities by Contractor. Any required waste determinations should be made at the Contractor's facility or through the implementation of a Contractor managed hazardous waste program. Contractors are strictly prohibited from placing any items in facility managed waste containers, including trash receptacles, the compactor, or Walmart's hazardous waste management containers.

13. **Hazardous Materials SDS (Safety Data Sheets):** Contractors must maintain immediate access to SDS so the information can be produced and provided when requested, as required by law.



Electronic means are OK as long as immediate access is provided. Walmart SDS can be provided by the facilities on site managers.

14. **Stormwater** – Contractors must not allow any type of pollution generated from the work activity or material storage to enter Walmart’s Stormwater Management system (e.g. Stormwater drains pipes, channels, ponds, etc.). The following practices shall be utilized to minimize pollutant discharge:

- a. Materials must be covered or stored in a manner to avoid risk of material or residue entering stormwater.
- b. Do not pressure wash any exterior surfaces unless all water and debris is captured and properly disposed of. Never wash, dispose, or pour chemicals, spills, trash, or debris into drainage structures.
- c. If a discharge does occur, follow the guidance for incident reporting.

18. **Sanitary wastewater/sewage management** – Prior to beginning utility work, Contractor should review existing site utility plans to familiarize with the sanitary sewer system and onsite treatment. Contractors should limit disposal of material down sinks.

- a. If work takes place in a facility with a septic system, all liquid waste should be placed in the janitor tank if one is present or properly disposed offsite. Contact the Walmart Compliance Hotline at (800)-530-9923 and ask for the Water Compliance Team if an unauthorized discharge occurs.
- b. If repairs are needed to a grease interceptor, oil water separator, used cooking oil tank or other pre-treatment device that is required to be pumped out prior to repairs, service must be coordinated with Walmart’s maintenance contractor. A ServiceChannel ticket may be opened indicating the need and requested time for service (a minimum of 72 hours’ notice is requested).
- c. If repairs to utility lines will effect operations of a sanitary lift station Contractor must contact the Walmart Water Compliance Team via the Walmart Compliance Hotline at (800)-530-9923 prior to any work being performed. Contractors should not dispose of waste in the sanitary sewer lift station. If a station is in alarm while onsite, contact the responsible party via the contact information on the control panel.

19. **Mold** – In the event that Contractor identifies mold during a project, they shall report the mold by calling the Walmart Compliance Hotline at (800)-530-9923 and asking to speak with an Industrial Hygiene Manager in the Compliance Department.



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20. **Walmart Owned Powered Lifting Equipment (“PLE”)** – Contractors are not allowed to utilize Walmart-owned power lifting equipment.
21. **Emergency Exits - Taking Emergency Exits Out Of Service** – Contractors shall not take emergency exits out of service without prior written approval from Walmart.