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1.0 PURPOSE

The purpose of the PERU LNG ESHS Training Program is to ensure that every employee, subcontractor, visitor, and vendor receives appropriate training for the proper and safe development of their tasks.

The Program discloses PLNG’s policies and safe working practices by means of an effective and informative training and orientation program that is delivered to all staff, including contractors, and promotes active participation in environmental, health and safety plans.

2.0 SCOPE

The ESHS Training Program covers all PLNG’s employees and complements procedures of the training areas, protecting their competences and abilities based in training programs.

3.0 EXPECTATIONS

The expectations of PLNG’s ESHS Training Plan are as follows:

- A system is delivered that provides qualified employees with environmental, social, health and safety specific training that promotes full compliance with Company commitments.
- Project and Contractor organizations develop an ESHS Training Program for each position.
- Records are kept to confirm the attendance of every employee to the designated training events.
- PLNG and Contractor employees develop and maintain appropriate environmental, social, health and safety behaviors by observing the good practices of, and mentoring by, management and supervisors.
- The annual review of each employee’s performance includes environmental, social, health and safety considerations.
- All training is completed before workers enter the work site or conducts a task for which the training is required.

4.0 RESPONSIBILITIES

PERU LNG is ultimately responsible for ensuring all training related activities (Company and Contractor) are delivered in a timely manner. The roles and responsibilities described below relate to PERU LNG managers and coordinators. However, their counterparts in Contractor organizations will have parallel responsibilities.

4.1 Environmental, Social, Health and Safety Managers

The Health and Safety Manager is responsible for:

- Implementing the Environmental, Social, Health and Safety Management Training Plan
- Ensuring Company training matrices are maintained to include new employees/positions.
- Ensuring the adequacy of H&S training materials and methods
• Providing assurance that Contractor personnel receive the necessary training
• Providing assurance that Contractor training matrices are maintained to include new employees/positions
• Regularly reviewing the effectiveness of Company and Contractor H&S training programs through audit findings, interviews and observing behaviors in the field
• Updating training materials and programs as necessary

The Environmental and Community Affairs Manager is responsible for:

• Implementing the environmental and Social aspects of the Training Plan
• Ensuring that environmental and social training programs are developed to address the requirements of key plans and procedures, including cultural heritage
• Ensuring the adequacy of environmental and social training materials and methods
• Regularly reviewing the effectiveness of environmental and social training programs through audit findings, interviews and observing behavior in the field
• Updating training materials and programs as necessary

4.2 Training Coordinator

The Training Coordinator is responsible for:

• Ensuring that the new workers, transferred workers, as well as any visitors have received an appropriate general induction before starting work.
• Directing and executing the induction for new and transported employees and/or visitors.
• Keeping copies of induction lists.
• Developing material to be used in induction programs.
• Applying the information contained in the induction brochures.
• Orientating new supervisors or transferred employees, as well as safety officers, in their induction within a 3-day working period.
• Ensuring the worker training is adequate when new workers and/or different or difficult tasks are assigned according to the Training Plan.
• Ensuring that employees meet the specialized safety-related training requirements.

4.3 Human Resources Manager

The Human Resources Manager is responsible for:

• Alerting the ESHS Training Coordinator to the arrival of or transfer of any worker within the PLNG organization.
• Providing the ESHS Training Coordinator with the job title of all new, transferred or temporary staff.
4.4 Employees

Employees are responsible for:

- Attending the induction and training programs and ensuring their full attention is given.

4.5 Contractors, Visitors, and Vendors

Independent Contractors, Visitors, and Vendors are responsible for:

- Conforming with PLNG’s safety on the above mentioned training requirements.
- Ensuring that the staff’s protective equipment is appropriately used.
- Having the appropriate authorization and training.
- Following transit signs and rules.

5.0 PROCEDURE

5.1 Induction for New Employees

All new employees of PERU LNG and its contractors, before entering the working zone, shall complete a general induction, which shall include a health and safety induction, an environmental induction, the code of conduct induction and an informative lecture on the Project.

Induction meetings shall be carried out with didactic materials and in appropriate environments; all the materials used and delivered to new employees and contractors during the inductions shall be reviewed and approved by PLNG. PLNG may request the update of materials and presentations used in the inductions, whenever required. Also, those persons in charge of the inductions shall be authorized by PLNG.

It is likely that during the works, staff may need to urgently enter the zone of operation without having passed the inductions in Lima in due time. In such cases, the induction shall be carried out as follows:

1. The worker needs to enter the working area and has not received the inductions required.

2. Can the worker be trained before entering the working area?

   - YES  Provide the induction to the worker.
   - NO  Go to step 3.

3. Can the worker delay his/her entry?

   - YES  Delay the entry of the worker and provide the induction.
   - NO  Go to step 4.

4. Determine which inductions the worker is missing.

5. Once determined the inductions missing to be allowed entering the working zone, the department of PLNG in charge of their execution shall be contacted. Those inductions are:
• Code of Conduct and Induction to the Project – Community Relations Manager or his/her representative

• Health and Safety Induction – Health and Safety Manager or his/her representative

• Environment Induction – Environmental Manager or his/her representative

By the end of the induction, a written test shall be taken. Only those employees who respond correctly to 80% of the test shall pass. Correct answers will be explained. Failed employees shall be inducted and tested once again. The passing of the test as well as having attended all the inductions previously described shall be a requirement to enter the working area.

By the end of the induction, all attendees shall receive a general induction card, valid for 3 years.

All induction meetings shall be conducted by PLNG’s ESHS and Community Relations Department and recorded by means of documents signed by the employees and their supervisor. Copies of all the induction and training documentation shall be submitted to PERU LNG at least 2 days before entering the working zone. Additional copies of such inductions shall be filed in each worker’s personnel file located in PLNG’s field offices.

5.2 Daily Lectures on Safety and Environment

Qualified staff approved by PLNG shall provide lectures of at least 5 minutes on a daily basis to all the employees of PLNG and their contractors before starting their works. Such lectures shall contain both safety- and environment-related matters. A record of these lectures shall be kept, including the speaker’s name, lecture subject, date, time, duration and name and signature of all attendees as well as the speakers.

A record of these daily lectures shall be maintained and delivered to information PLNG whenever PERU LNG requires so.

Daily lectures shall include but not limited to the following subjects:

1. Work Summary

• Emergency Response Procedures
• Project location
• Brief history of the Project
• Business modalities
• Critical works
• Relations with the client
• Relations with the community
• Safety rules
• Purpose, philosophy, and procedures
• Safety, environment, and community relations codes

2. Risks Operation

• Potential and environmental hazards
• Control and identification of hazards
• Prevention falls
- Prevention of falls and cuts
- Prevention of burns
- Work around electrical equipment
- Work in elevated areas
- Use of dangerous materials
- Prevention of fires
- Trenches and excavations
- Work permits
- Waste management
- Inflamed
- Signaling and labels
- Compressed gases
- Fire extinguishing applications
- Communication systems
- Insulation and labeling procedures
- Site identified and specified hazards
- Confined Space Entry

3. Laws

- Mining, health and environment code
- Health and environment conditions
- Work-related accidents and professional illnesses
- Safety committees
- Regulations for environmental protection in hydrocarbon-related activities (SD 015-2006-EM)
- General Solid Waste Law (SD 057-2004-PCM)
- Environmental Quality National Standards for Noise SUPREME DECREE Nº 085-2003-PCM
- Regulations for Levels of National Alert Status for Air Contaminants SUPREME DECREE Nº 009-2003-SA
- General Environment Law (Law 28611)

4. Direction and Loss of Control

- Safety philosophy
- Report on causes of accidents and incidents
- Work safety procedures
- Work permits
- Work manual
- Emergency contingency plan
- Use of personal protective equipment

5. Health and Environment

- Pollutants
- Health controls
• Preventive procedures for water consumption
• Preventive procedures for foods
• Environmental procedures and controls
• Community relations
• Code of Conduct
• Waste handling
• Pollutant emissions
• Noise

6. First-Aid

• Handling of wounds and fractures
• Handling of bone, muscle, and joint injuries
• Intoxications and suffocation
• Electrical shock and burns
• Cardiopulmonary resuscitation

7. On-Site Transit Rules

• Internal transit rules in open pit

5.3 Management Plans Training

All PLNG personnel (including contractors) working on the Project shall be informed and trained by means of lectures in which the content of the current management plans and importance of their compliance shall be explained.

Whenever a Management Plan is updated, PLNG shall provide the corresponding lecture once again.

5.4 Safety and Environment Education

PLNG shall prepare educational material (brochures) from time to time on social, health, safety and environmental education for all its workers. Such material shall be kept in files by all the workers. These brochures shall be reviewed and approved by PERU LNG and be accompanied by a presentation to explain their contents.

5.5 Induction for Drivers

All drivers entering the working zone shall receive an appropriate training according to his labor and the activities he/she is doing. This training shall be recorded, including the training topic, practice hours, driver’s signature, and supervisor’s signature. All drivers must have attended an approved defensive driver’s course before operating a company vehicle.

5.6 Induction for Managers and Supervisors

The purpose is to provide necessary information for the working safety plan and increase their knowledge on environmental, health and safety requirements. Another issue is to provide directives, information, concepts, and practices to keep risk control and techniques for the identification and assessment of the solutions to operational risks.
The induction training shall be directed and documented by the ESHS Department, with a copy of all the induction and training documentation submitted to the PLNG ESHS Managers on a weekly basis.

By the end of the induction lecture for supervisors, a written test shall be taken to verify that the lecture has been understood. Those supervisors who do not answer correctly 90% of the questions shall be required to attend a review and be tested once again. All incorrect answers shall be reviewed by the attendees to clarify every point.

The induction shall be provided before the supervisor starts his/her assigned works and shall consider the following points:

- Safety supervision at the workplace
- Environment, health and safety policies
- Environment, health and safety systems
- Reports and investigation on accidents
- Prevention of work-related accidents
- Prevention of severe works
- Dangerous materials
- Prevention of burns
- Prevention of electric works
- Prevention of vehicle transit
- Safety in work procedure
- Work permits for restricted areas
- First-aid
- Emergency procedures
- Safety lectures
- Leadership and motivation
- Waste management

5.7 Meeting Specifications

The purpose of these daily 5-minute induction lectures is to establish the points for the behavior of employees, trying to set a relationship between the work needs and safety.

The site manager shall be responsible that all workers attend the lectures. The supervisor shall be responsible for the daily conduction of the lectures with the employees and the support of the ESHS Department.

Employees shall quickly receive the lecture specifications before starting their works.

Further to the daily 5-minute induction lectures, it is necessary to deliver the meeting specifications to the attendees and the supervisor before starting any non-routine, unusual, or dangerous material-related activity.

- At all meetings held before the work, questions on direction of the work shall be answered correctly. New staff members benefit from these questions and the whole staff, in general, increases their knowledge about potential hazards on the job.
Team members shall be invited to participate at pre-work meetings. Ask questions to establish procedures, identify potentially dangerous situations as well as solutions and recommendations to the problem proposed.

The teams shall discuss existing work procedures and confirm their applicability or revise them accordingly.

Work members must be reminded that if they are not certain about the aspects of their work, they have the responsibility to learn the proper method before starting. All employees and contractors should know this responsibility and ask questions if they have doubts.

5.8 Training and Instruction Program

No person shall operate any equipment until they have been trained, instructed, evaluated and certified accordingly in the operation of such equipment.

5.8.1 Professional Profile

The professional profile required from those people operating heavy equipment shall be defined. In general, the prospective operator shall have:

- At least 2 year's experience in specific operational equipment,
- Driving license (AIII for trailers and semi trailers),
- General knowledge of mechanics,
- High school studies,
- Good health condition and good physical condition,
- Good driving status,
- Minimum standard for operational construction hours including all working conditions, and
- Minimum standards for working hours in construction of operating works.

5.8.2 Basic Evaluation

The basic evaluation measures the level of knowledge and abilities of prospective workers seeking to increase their competitive level.

The final result shall determine if the prospective worker is apt to operate the equipment assigned. This consists in three parts:

- Written test,
- Practical test, and
- Interview.
5.8.3 Induction Training

After passing the basic evaluation, the person can be hired according to the staff management procedures and the EHS training shall be developed as described above.

5.8.4 Training Specifications

The internal or external training has been implemented accordingly to increase the competence levels of current operators of mining and construction equipment and to help them remember the previous training. This is applied according to the project’s needs and the results from the basic evaluation.

The syllabus of equipment specifications is composed by:

- Safety procedures
- Equipment description
- Inspection
- Commands and control
- System monitoring
- System protection
- Procedures
- Gear changes and speed programming
- Brakes and rear movement
- Transport and discharge
- Parking and off-switch procedures

The contents of the various subjects vary according to specific equipment characteristics, including vehicle lights.

5.8.5 Certification

Contractors shall provide PERU LNG with evidence of competency such as professional certification from an experienced and approved certifying authority. The Company will maintain a record including details about the inductions, authorized training, and licenses granted to the employees, including details on their professional profiles, etc.

After completing the necessary Project specific inductions and training in a satisfactory manner, The Project can then approve a person for a position. A certificate will be granted by the ESHS Department. This certificate will authorize a worker to operate specific equipment or complete a specific task, which means that they are considered apt to perform quality work for the duration of construction in any project of PLNG, subject to maintaining an acceptable standard of physical and mental health.
5.8.6 Development Bases

The bases consist in several tests that measure the worker’s efficiency and productivity levels in the development of their questionnaire and training needs. The bases shall be scheduled on a periodical basis according to the project’s schedule.

5.9 Training Monitoring and Listings

The list of all training programs is given to the employees in order to be kept in accordance with the work safety as well as to verify their learning, preventive culture and application of lessons learned.

The ESHS Department shall be responsible for the direction and control of training lists.

The monitoring tools consist in:

- Control sheets of the company in the induction lecture received.
- Database for the evaluation of all the induction lectures.
- A database to control the attendance, evaluation, violation of safety standards and congratulations for good performance.
- Audits on training and supervision systems.
- Scheduling of induction lectures and sessions.
- Scheduling of the induction or lecture modules.
- A plan of lessons for each point of the induction lecture or session.

The ESHS Training Coordinator shall prepare the statistical monthly training reports.
## Training Matrix: (reduced to fit page)

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<thead>
<tr>
<th>Department / Project</th>
<th>Job</th>
<th>Training Course</th>
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<tbody>
<tr>
<td><strong>Environment &amp; Community Affairs</strong></td>
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<td>Environment &amp; Community Affairs</td>
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<td>Financial Planner</td>
<td>Financial Planner</td>
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<td>Financial Officer</td>
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