Fab 4 Contractor Safety and Environmental Manual

Microchip Technology Inc.

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Fab 4 Contractor Safety and Environmental Manual

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1.0 PURPOSE AND SCOPE

SAFETY IS EVERYONE'S CONCERN

Microchip is committed to protecting the safety and health of its employees, contractors, visitors and the surrounding community. As contractors, your work is critical to the operation and expansion of this facility, and you are therefore a valuable member of the Microchip team. Our goal is that you leave the site every day safe and healthy.

To support this goal, we have provided this manual containing an overview of Microchip Safety and Environmental policies and guidelines. The purpose of this document is to provide contractors with information about the Microchip Safety and Environmental program, hazard communication, and emergency response. Each person is responsible for maintaining a thorough knowledge of, and complying with, all federal, state and local safety and environmental laws in addition to Microchip's requirements. This manual is intended for use in conjunction with your company's own safety program.

Every individual on this site is responsible for safety, regardless of employer or position. By following the policies and guidelines in this manual, you and your company will help to ensure incidents are kept to a minimum.

Thank you for keeping Microchip Fab 4 a safe workplace. If you have any questions about the contents of this manual, contact your Microchip sponsor department or Microchip EHS.

2.0 DEFINITIONS

2.1. Accident – An unplanned event that results in personal injury or property damage.

2.2. Incident – An unintended event that disturbs normal operation.

2.3. Injury/Illness – Contact with chemical, radiological, physical, electrical, mechanical, or other workplace hazards.

2.4. Near Miss – An accident in which no property was damaged, and no personal injury was sustained.

2.5. Caution – If precaution is not taken, it may cause minor or moderate injury.

2.6. Hazard – The potential for harm (physical or mental).

2.7. Warning – If a warning is not heeded, it can cause death or serious injury.

2.8. Danger – There is a threat of death or serious physical harm.

2.9. Emergency – An unexpected situation that endangers the safety of one or more individuals.

2.10. Tape (Yellow Caution Tape) – Hazards may result in minor or moderate injuries if not avoided. Cautions against unsafe practices.

2.11. Tape (Red Danger Tape) – Signal the most serious hazards where special precaution must be taken. The signage indicates that death or serious injury is almost certain to occur if the hazard is not avoided.

2.12. Best Management Practice (BMP) – Methods that have been determined to be the most effective and practical means of preventing injury.

2.13. Confined Space (Permit) – A workspace that has the potential to contain a hazardous atmosphere; contains material that has the potential to engulf an entrant; has walls that converge inward or floors that slope downward and taper into smaller area which could trap or asphyxiate an entrant; or contains any other recognized safety or health hazard.

2.14. Confined Space (Alternate Entry) – A workspace that does not contain the hazards of a permit confined space (engulfment, converging walls and floors). The workspace needs to be evaluated for oxygen levels, toxic air contaminants, and flammable gas and vapors.

2.15. Personal Protection Equipment (PPE) – Equipment worn to minimize exposure to hazards that cause serious workplace injuries and illnesses.

2.16. Dust Mask – Flexible paper pad held over the nose and mouth by elastic or rubber straps for personal comfort against non-toxic nuisance dust.

2.17. N95 – Filtering face piece respirator. Filters at least 95% of airborne particles.

2.18. Respirator (Full Face) – Air purifying respirator which removes contaminants from the air. Covers the eyes, nose, and mouth and has a protection factor of 50. Requires fit testing.

2.19. Respirator (Half Face) – Air purifying respirator which removes contaminants from the air. Covers nose and mouth and has a protection factor of 10. Requires fit testing.

2.20. Integrated Contingency Plan (ICP) – Microchip's directive for any emergency (chemical, environmental, fire, security…) onsite.

2.21. Emergency Response Team (ERT) – Microchip's internal team trained to respond to onsite emergencies (chemical, fire, medical, environmental…).

2.22. Occupational Safety Health Administration (OSHA) – Regulatory agency of the US Department of Labor that has visitorial powers to inspect and examine workplaces for safety.

2.23. pH (Low) – pH range of 0-6.

2.24. pH (High) – pH range of 8-14.

2.25. pH (Neutral) – pH of 7.

2.26. Hydrofluoric Acid (HF) – An extremely corrosive solution of the liquid hydrogen fluoride in water.

2.27. Safety Data Sheets (SDS) – The Hazard Communication Standards requires chemical manufacturers, distributors, or importers to provide SDS to communicate the hazards of hazardous chemical products.

2.28. Pre-task Planning – Plan defining the work to be completed with the goal to mitigate all potential safety hazards before engaging in any non-documented/non-standard work.

2.29. TGM – Gas Monitors in tools and tool areas.

2.30. Threshold Limit Value (TLV) – Airborne concentrations of chemical substances and represent conditions under which it is believed that nearly all workers may be repeatedly exposed, day after day, over a working lifetime, without adverse effects.

2.31. VESDA – Very Early Smoke Detection. Smoke detectors throughout the facility.

3.0 REFERENCE DOCUMENTS

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4.0 MICROCHIP GENERAL SAFETY PROGRAM

4.1. Purpose

Microchip is committed to protecting the safety and health of its employees, contractors, visitors and the local community, and ensuring compliance with applicable safety and environmental laws. The purpose of this document is to provide contractors with information about the Microchip Safety and Environmental program, hazard communication, and emergency response. Each person is responsible for maintaining a thorough knowledge of and complying with all federal, state and local safety and environmental laws as well as Microchip's Safety and Environmental policies.

4.2. Scope

The information in this guide is provided for all non-Microchip employees, including but not limited to visitors, contractors, vendors, defined as follows:

4.3. Sponsor Department

The Microchip sponsor department is the department that has primary responsibility for coordinating a project and bringing a contractor or visitor on site (i.e. if a plumber is brought on site by Site Services to correct a problem, Site Services is the sponsor department).

4.4. Visitors

Visitors are those individuals who are not employed by Microchip and who are not performing any work on site. Visitors could include but are not limited to sales representatives, vendors, regulatory agents, insurers, distributors, politicians, etc.

A Microchip employee must accompany visitors whenever they come on site. The host department for the visitor is responsible for the visitor's safety at all times, including ensuring that the visitor wears appropriate personal protective equipment if required. The sponsor department is also responsible for visitors during incidents including providing direction to evacuation locations and providing visitor headcount to the Emergency Response Team (ERT).

Inspectors from regulatory agencies are considered visitors. The Microchip EHS Department is always considered the sponsor department for inspectors and is therefore responsible for inspector safety.

4.5. Contractors

A contractor is any vendor, construction tradesperson, repair person, or consultant who is performing work on site under the direction of a Microchip sponsor department.

4.6. EHS Department

The Environmental, Health and Safety (EHS) Department is responsible for all safety, environmental policies, and procedures here on site. EHS helps to ensure that all work taking place on site is conducted in a safe manner per OSHA and Microchip standards.

The department serves as an important resource for regulation safety information, training requirements, project evaluations, plan reviews, sample testing, and can advise as needed.

The EHS Group may provide safety audits and other site safety support as requested for contractor project managers, construction project managers, and other contractor site supervisors. Microchip will also provide guidance on any safety procedures specific to Microchip.

The department is managed by the EHS Manager and includes a Safety Engineer, two Environmental Engineers, and an EHS coordinator. The department also oversees site security.

EHS Team	
Bret Herbert	EHS Manager
Kerry Byun	Safety Engineer
Keith Woung	Environmental Engineer
Becky Kim	Environmental Engineer
Jeana Jones	EHS Coordinator

4.7. Emergency Telephone Numbers

Emergency (internal line)	2222
Emergency (outside line)	503-669-5500
Security	503-669-6114
Control Room	503-669-6069
Safety	503-669-6011
Environmental	503-669-5503 or 5508

5.0 RESPONSIBILITIES

5.1. Safety Is Everyone's Responsibility

Every contractor, visitor, and Microchip employee bears personal responsibility for safety while performing or in the vicinity of work on site. Everyone is expected to:

- Plan ahead before beginning work. Take proactive measures to reduce risk to themselves or others.
- Perform work to prevent incidents to themselves, fellow workers, the public, and property.
- Utilize all tools and equipment safely.
- Alert crew leader or foreman immediately of any incident.
- Adhere to principles and policies of this manual, their company's Safety Program, as well as all OSHA Federal, State and Local Codes and Regulations.
- Speak up on safety. Everyone has the right and responsibility to speak up whenever they see something unsafe, regardless of role or employer.
- Stop work if imminent danger exists. Imminent danger is where there is an obvious and observable condition that will could cause great bodily harm or death and/or significant property damage.

5.2. Microchip's Responsibility

Microchip is responsible for:

- Providing a safe work environment for employees and contractors
- Reducing the potential for accidental injury, occupational illness and/or environmental harm incidental to contractor activity and
- Ensuring compliance with applicable safety and environmental regulations.

To provide a safe work environment, Microchip shall:

- Inform the contractor of potential safety hazards, including those posed by hazardous materials, fire and explosion, confined spaces, among others.
- Implement safe work practices and procedures to control contract employee entry into hazardous work areas.
- Provide access to Safety Data Sheets, and upon request, provide copies of applicable Microchip Safety policies and procedures.
- Inform contractor of applicable environmental regulations.
- Explain the site emergency evacuation plan to the contractor's management representative.
- Additionally, Microchip may provide information on any applicable provisions of the Integrated Contingency Plan on an as-needed basis or by the contractor's request.

Microchip will periodically evaluate the contract employee's fulfillment of his or her responsibilities. This evaluation may include but may not be limited to requesting updated training records for all onsite contractor employees, requesting a copy of contractor safety logs/Pre-Task Plans, instructing contractors to work safely in the field, or conducting Incident Reviews.

5.3. Contractor and Vendor Responsibilities

Contractor and vendor responsibilities include:

- Planning to execute work assignments to minimize injury or property damage
- Obtaining the necessary training, certification, licenses, permits and skills necessary to perform the work.
- Complying with Microchip's safety and environmental procedures in addition to all applicable regulatory agency standards.
- Following all posted rules, regulations, and warnings.
- Cooperating with other contractors and vendors to identify and correct mutual safety and environmental concerns.
- Performing work safely.

Any contractor who does not fulfill these responsibilities will be subject to removal from the site.

5.4. Contracting Company Responsibilities

The contracting company is responsible for providing hazard communication and safety training for all employees who are performing work at Microchip. This training must cover any hazard the employee might expect to encounter during their assignment. In addition, training must cover Microchip emergency procedures.

This training must occur before the employee begins any construction work on site.

Microchip EHS will periodically request updated training records for all contract employees on site. The contractor must provide that information within 24 hours of receiving such a request.

This manual provides site-specific information about hazards at this work site. If additional information is needed, please contact the EHS Group or notify your sponsoring department or project manager.

Other contracting company responsibilities include:

- Maintaining at least one qualified First Aid/CPR/AED/Blood-borne pathogen-trained person present on the job.
  - The name of the qualified first aid person and date of certification shall be submitted to Microchip EHS upon beginning work on site, whenever that First Aid designee changes, and periodically as requested by EHS.
- Providing emergency first aid and medical care for their own employees.
- Maintaining a contract employee injury and illness log and share that log with Microchip at the request of Microchip EHS.
- Supplying all their own tools, personal protective equipment, and safety equipment, unless otherwise stated by Microchip.
- Requiring all subcontractors to abide by the same policies and procedures as other employees, including Microchip policies described in this manual.

5.5. Responsibilities of Trade Contractor's Safety Representative

In the absence of an assigned employee, the contractor's lead person, foreman, or superintendent onsite will automatically assume the responsibilities of the contractor's safety representative:

- Assisting Microchip EHS in the recognition and correction of hazardous situations.
- Effectively utilizing and training employees in pre-task planning, recognition and correction of hazards.
- Reporting all safety-related matters to Microchip EHS immediately.
- Providing copies of all incident reports to Microchip EHS within 24 hours.
- Providing any other requested reports on injuries, illnesses, environmental spills, property damage or near miss events.

6.0 SITE ACCESS, SECURITY, AND SAFETY PLANNING

6.1. Site Access & Employee Onboarding

No one is allowed on site at Microchip without a badge.

Individuals involved in construction must be fully badged before beginning any work on site. Escorted badges are not permitted for anyone performing construction work. Escort badges may be obtained, with sponsor's permission, for management or administrative personnel attending meetings, performing job walks, estimates, or other non-construction activities.

Before receiving a badge and beginning work on site, all contractor employees must view Contractor Safety Orientation video and sign Contractor Acceptance Agreement (CAA). If the video cannot be viewed before arriving on site, the contractor is responsible for coordinating a viewing with Microchip security.

In addition, when introducing a new employee to the site, the contractor will submit an updated training record to Microchip EHS verifying that the new employee has received all required training.

An employee can only begin working on site when all these conditions have been met and a badge has been awarded by Security.

6.2. Southeast Gate Access

Only work vehicles should be brought through the SE Gate. All personal vehicles must be parked in the contractor parking lot on the west side of the facility.

6.3. Safety Communication and Planning

All Trade Contractors shall submit their company's Safety Program to Microchip EHS in writing prior to the start of their work. This program shall list the positive steps the contractor intends to utilize for the prevention of incidents to their employees, other contractors, and the public.

Depending on the scope and duration of the contractor's work on site, a meeting between the contractor's safety representatives, Microchip EHS, and sponsor department representatives may be held at the beginning of the project, on regularly scheduled basis, or upon Microchip's request.

An Incident Review meeting will be held following any safety or environmental incident. An Incident Review should be attended by the affected employee's supervisor, a contractor safety representative, a representative of the Microchip sponsor department, and Microchip EHS. The meeting should include a summary of the incident, those involved, the people or property affected, and a root cause analysis. Most importantly it must include action items that will prevent a similar incident from reoccurring and a follow up plan to ensure those actions have been implemented.

6.4. Site Security

Microchip Security is responsible for the overall protection of the facility and must be informed whenever any incident occurs which may threaten the safety or well-being of any individual or the security of the plant. This includes any threat or act of violence.

7.0 PRE-TASK PLANNING

All contractors are expected to establish a pre-task planning (PTP) program.

A PTP program effectively prevents incidents by improving safety and hazard communication. Under such a program, awareness of potential hazards guides the selection work methods and equipment.

Every contractor's PTP documentation must include at a minimum, the following components:

1. What: A basic description of the task to be performed.
2. Who: names of employees performing the task.
3. How: methods, procedures, tools, etc. used to complete the task.
4. Analysis: assessment of the risks to personal safety, the safety of others in the area, and risk of property damage associated with the task.
5. Mitigation: for any high-severity risks, mitigation measures must be documented.
6. PPE: Call out any Personal Protective Equipment needed to perform the task safely.
7. Signatures of all employees performing the task.

In addition, the PTP program should require that:

- A PTP must be made for every distinct work activity on site, every workday.
- PTP hazard assessment be performed in the work area.
- All workers participating in the activity must participate in the PTP process.
- The PTP must be reassessed any time work conditions or staff change.
- Most importantly, the PTP must be agreed upon by all personnel performing the task, and the team must adhere to the safety measures defined in the plan for the duration of the task.

For a reasonable amount of time following the task, all task PTP forms and documentation should be made available to Microchip EHS at their request.

8.0 INJURY REPORTING REQUIREMENTS

If a contractor employee is injured:

- Each contractor shall make provisions for immediate and proper first aid and/or doctor treatment for every work injury of its employee. Injuries may be referred to the hospital emergency room.
- Microchip EHS is to be notified immediately of any incident.
- One copy of each incident report involving a contractor's employee shall be forwarded to Microchip within 24 hours.
- Trade Contractors will be individually responsible to notify Federal, State and Local authorities in the event of a fatality, multiple injuries requiring hospitalization (3 or more), eye loss, or needle stick within 8 hours of the time of the incident.

As stated above, contractors are responsible for providing first aid to their own employees. However, In the event of a serious or life-threatening emergency the Microchip Emergency Response Team (ERT) should be activated by dialing 2222 on any Microchip telephone.

9.0 EMERGENCY RESPONSE STRUCTURE AND EVACUATION PROCEDURES

9.1. Emergency Response Plan

Microchip has a comprehensive emergency response plan called the Integrated Contingency Plan (ICP). The EHS Group is responsible for providing contractors and vendors with applicable information about the ICP provisions.

General construction contractors or contractors on site for more than 30 days are responsible for reviewing this plan. Each contractor must ensure that all employees and subcontractors adhere to the requirements of the plan. Copies of the Integrated Contingency Plan are available in the EHS department for review.

9.2. Emergency Response Team (ERT)

The Microchip Emergency Response Team (ERT) is trained to respond to any safety or environmental incident or medical emergency. ERT personnel are on site 24 hours a day, 7 days per week. All Microchip employees, contractors, vendors, and visitors are required to follow any instructions from the ERT whether delivered over the phone, public address system, or in person.

9.3. Incident Response and Notification

In the event of an accident or medical emergency, contractors are required to call **2222 (internal line) or 503-669-5500 (outside line)** from the nearest safe telephone. Dialing 2222 will activate the Microchip Emergency Response Team (ERT). Provide ERT with any available information about the nature, extent and location of the incident. ERT will respond to the site of the incident as soon as possible.

Never dial 911 or otherwise contact emergency services while onsite at Microchip – **always dial 2222 / 503-669-5500.** The ERT will contact emergency services and direct them to the incident location. Emergency services personnel are not equipped with the necessary knowledge of the Microchip site to respond effectively. Reaching out to them directly may delay their response in an emergency.

9.4. Emergency Evacuation Routes and Evacuation Assembly Areas

Evacuation route maps are posted throughout the building and provided in Appendix A of this manual. All individuals are to familiarize themselves with evacuation routes for the areas in which they work.

9.5. Evacuation Procedure

Upon the sounding of an evacuation alarm, PA system announcement or verbal order by the ERT, all employees, contractors, vendors, and visitors must:

- Stop all work.
- Leave the area immediately.
- Move away from the alarm along the evacuation route until reaching a non-alarming area. If a non-alarming area is not reached before arriving at the

building exit, continue through the exit and follow the evacuation route to the outside assembly point.

- Assemble in the correct location. The assembly area is between the two parking lots on the west side of the facility. A large sign with dark lettering on white background reads: “Evacuation Assembly Point”.
- Participate in a headcount.
- Report any missing people.
- Remain at the evacuation assembly point until released by the ERT – leaving the plant site without being released by ERT is a serious safety violation.

9.6. Emergency Medical Response and First Aid

Contractors are responsible for providing medical care for all individuals working under their control. **In the event of a serious or life-threatening emergency, call 2222**. Give the name of the employee, the nature of the emergency, the location, a telephone extension, and any other necessary information. If the contractor does not have qualified first aid trained personnel, the ERT will provide first aid care until outside help arrives.

The medical facility closest to Microchip is Legacy Mount Hood Medical Center, 24800 SE Stark Street, Gresham, Oregon. The telephone number is 503-674-1122. Please see Appendix C for a map to this facility.

The Microchip sponsor department must be provided with a contact person to call if a contract employee is injured and no other employee from the contract company is on site. In this instance, Microchip will provide first aid care until medical assistance, or the contract employee supervisor arrives.

9.7. Alarms

There are several emergency alarm systems installed throughout the facility. The alarms alert personnel to hazards in a specific area and are monitored by the Control Room operators on a 24 hour-a-day basis. Instruct your employees to leave any alarming area and continue to walk in a direction away from the alarm until they reach a non-alarming area.

9.7.1. Fire Alarm

The fire alarm and fire suppression systems in the facility include many subsystems and elements:

- Photoelectric or ionization smoke detectors
- VESDA (Very Early Smoke Detection)
- Flame detection: ultraviolet/infrared sensors
- Manual or remote activation of pull stations
- Area Fire Suppression: water flow or foam deluge
- System Fire Suppression: certain process tools contain individual, integrated carbon dioxide or water mist fire suppression systems

9.7.2. Gas Delivery and Monitoring System

As required by government regulations, all non-welded gas line connections are made inside exhausted containment cabinets. Bottled gases are distributed from exhausted gas cabinets. Some equipment uses local gas sources, meaning that the gas container is installed within the machine and directly exhausted.

Regardless of the gas delivery mechanism, all operational gas hazards are continuously monitored by the Gas Monitoring (TGM) system. Should a TGM sensor detect gas concentration over twice the Threshold Limit Value (TLV), the affected line will shut down immediately and an emergency alarm will sound. These mitigation steps will be completed prior to any hazardous exposure to person or property.

9.7.3. Chemical Delivery Leak Detection

The chemical supply system (CSS) delivers liquid chemicals to Fab 4-1, Fab 4-2, UB-2 and the scrubber deck in the Fab 4-2 building. All primary delivery lines are contained within a secondary containment pipe. Whenever a leak occurs in the primary line, a leak detector senses the leak and alarms to the Control Room. A trained technician is dispatched to check the system and identify the type and location of the leak.

The Tracetek leak detection system consists of liquid sensitive cables on the Fab 4-1 CMP and Fab 4-2 sub floors, the Fab 4-2 Mezzanine floor and Level 1 floor and trenches. The cable is routed below equipment and piping containing liquids. When a liquid leak is detected a trouble alarm is sent to the Control Room and the ERT is dispatched to check the source of the leak.

10.0 FIRE PREVENTION PROGRAM

10.1. Purpose

We are all aware of the dangers associated with fire and all employees have a vested interest in a fire prevention program. The following is a guide, in no way complete, setting forth minimum standards to aid in preventing losses as a result of fires or gases associated with combustion.

10.2. Fire Prevention

- All temporary electrical equipment must be in accordance with all existing codes.
- Storage of any material within 10 feet of fire hydrants is strictly prohibited. All Fire Department Siamese connections/temporary standpipes must be always kept clear.
- Work areas shall be policed on a regular basis to prevent accumulation of combustible materials.
- No motors or machinery shall be left running unattended during non-working hours.
- All heating equipment shall have necessary safety devices and shall be wired, piped, and operated according to all applicable codes, rules, and regulations. Ventilate as required to prevent carbon monoxide from accumulating.
- All fuels and solvents will be stored per OSHA regulations.
- Upon discharging of a fire extinguisher, notify Microchip EHS immediately so that proper steps can be performed to energize the extinguisher for future emergencies.
- All gas bottles such as propane, oxygen and acetylene shall be stored and tied in a vertical position in areas designated by the Microchip EHS. All stored bottles shall be capped. Propane shall not be stored indoors.
- All oxygen and acetylene in use shall be in proper carts with required separations.
- During welding or cutting operations, a fire watch will be required, and it shall be the responsibility of the contractor performing this work. Each welding cart must have an attached fire extinguisher. Non-asbestos blankets must be used to contain welding sparks. A thirty-minute post weld/cut fire watch is required. The only exception to this policy is orbital welding.
- All acetylene and fuel gas cylinders shall be separated from oxygen cylinders during storage by a minimum of 20 feet or by a non-combustible barrier of at least 5 feet high with a fire-resistant rating of at least one half hour (ANSI Z49.1-1967).

10.3. Fire Fighting

Fire extinguishers are available throughout the facility for fire suppression. If a fire extinguisher is insufficient for controlling the fire, evacuate the area according to the Microchip evacuation procedure.

Do not put yourself in danger trying to fight a fire for which you have not been trained.

11.0 HAZARDOUS MATERIALS

Microchip is a semiconductor manufacturing facility. Semiconductor manufacturing requires the use of a wide variety of hazardous materials, all of which are stored on site. Each contractor is responsible understanding the inherent danger of working around such materials and for providing appropriate hazardous material training to their employees.

11.1. Hazardous Materials Defined

Hazardous materials at Microchip are defined as any substance or mixture of substances that are:

- Toxic
- Corrosive
- Irritants
- Strong sensitizers
- Flammable, ignitable or combustible
- Considered to have potential for generating pressure through decomposition, heat, or other means
- Considered to have potential to cause personal injury or illness during handling or use
- Regulated as a hazardous material by any applicable law.

11.2. Microchip Hazardous Materials – Safety Data Sheet Locations

Microchip maintains a Safety Data Sheet (SDS) for all chemicals on site. An SDS can be accessed at any time by several methods:

- All SDS are available for viewing on company computer terminals located throughout the facility.
- During regular business hours, contact the EHS Group.
- During non-business hours contact Security (x6114) or the Control Room (x6069).
- Microchip SDS are also kept at Mount Hood Medical Center and Concentra Medical Center for reference during emergencies.

11.3. Chemical Spill Procedure and Safety Showers

Safety showers and eyewashes are located throughout the facility. All individuals are to familiarize themselves with the location of safety showers and their use in the areas they will be working in. Never dispose of anything down the eyewash/shower drains. Do not store things in nor block access to the eyewashes/safety showers.

A chemical burn can result when acids, caustics or other chemicals come into contact with the skin. The severity of the burn depends upon the chemical corrosiveness, concentration, and temperature as well as the susceptibility of the individual and the duration of contact with the skin.

If an unknown liquid contacts the skin or clothing, immediately use a safety shower or eyewash station to flush the affected area with water for **at least 15 minutes**. A delay of

only a few seconds may be sufficient to cause serious damage. Remove all clothing in the affected area so the water directly contacts the skin.

- Never rely upon pain or other symptoms to begin flushing. HF burns may exhibit no symptoms for several hours after contact.
- Never assume that an unknown liquid is water. Treat any contact with an unknown liquid as a hazardous chemical exposure.

After 15 minutes in the safety shower, the person exposed should be evaluated by Microchip ERT to determine whether further medical assessment and treatment is required. Individuals with serious burns or burns to the eye should be immediately transported to the nearest hospital.

11.4. Spill Response

There are four primary types of liquid chemicals used at this facility: acids, bases, oxidizers and solvents. Some of the strong acids, bases, and oxidizers, are colorless liquids resembling water.

If a spilled liquid is encountered in the facility, properly trained employees may obtain pH paper and test it for identification. If the pH is higher than 8 or lower than 6, prevent access to the area and call 2222 immediately. Employees who are not trained in the use of pH paper should not attempt to test or identify it. Prevent access to the spill and call 2222 immediately.

Each contractor is responsible for making sure that their employees understand the characteristics of these types of chemicals and their proper handling, as appropriate.

Any chemical spill must be reported to the ERT for cleanup.

11.5. Process Gases

The U.S. Department of Transportation categorizes the gases used at Microchip as flammable, nonflammable, poisonous, corrosive or oxidizing. Many gases fall under multiple hazard classes.

The Microchip ERT members are thoroughly trained in emergency situations related to process gases that may arise. All Microchip personnel involved in the handling of process gases are also trained and certified in the safe and proper techniques of performing their duties.

12.0 CONTRACTOR HAZARDOUS MATERIALS

12.1. Contractor Hazardous Materials – Safety Data Sheets

The contractor is required to provide SDS for all chemicals to be used on site prior to introducing the chemical into the Microchip work environment. SDS should be provided to the contractor's sponsor, who must provide approval before the chemical is brought on site. If the chemical is new to the site, an internal safety and environmental review must be completed.

12.2. Contractor Hazardous Materials – Labels

Contractors are required to ensure that all containers brought on site, including secondary containers, are labeled according to applicable regulations. The contractor is also responsible for maintaining those labels. Should a label become damaged or otherwise illegible, it must be repaired immediately.

Labels on any hazardous material should identify the contents, provide appropriate warnings and the name and address of the manufacturer. Labels may be in writing, pictures, numerical systems, or any combination thereof. The message must be understood as to the nature of the hazard, personal protective equipment needed, parts of the body affected, and emergency procedures.

12.3. Contractor Hazardous Materials – Use, Storage, and Disposal

Microchip does not provide hazardous materials storage services for contractors. Hazardous materials on site must be kept to a minimum and stored by the contractor according to all applicable laws and regulations.

Contractors, with the assistance of Microchip EHS, are responsible for evaluating each waste stream they generate to determine if it is hazardous waste as defined by *40 CFR 260-261*. Hazardous waste is to be disposed of in an appropriate manner in accordance with environmental laws and regulations. Hazardous materials brought on site and not used are to be taken off site by the contractor.

Hazardous materials are to be removed from site by the generating contractor in a timely fashion, as determined by Microchip EHS.

Hazardous materials are not to be released to the air, the ground, any drain line, ground water or stormwater under any circumstances. If you have questions about the proper disposal of a hazardous material, please contact Microchip EHS.

12.4. Decontamination

Microchip EHS must be informed whenever material needs to be decontaminated at Microchip. EHS will provide guidelines for performing the decontamination activity specific to the hazardous material(s) involved. If it is unclear whether decontamination of a material or piece of equipment is required, contact Microchip EHS.

12.5. Shipment of Hazardous Material

All potentially hazardous equipment and or materials must be evaluated according to Microchip's Hazardous Material Shipping Evaluation form if the item is owned by Microchip or will be shipped by Microchip.

12.6. Pollution Prevention

All work practices must be in accordance with Microchip environmental policy, Environmental Management System and associated procedures as well as all applicable Federal, State, and Local laws and regulations. Pollution prevention best management practices (BMPs) must also be followed. BMPs vary depending on the type of work being performed. To determine BMPs, please contact Microchip EHS.

12.7. Natural Resources Protection

Without approval from EHS, no work is to be performed on site that might potentially impact the following areas on or around the Microchip Fab 4 property:

- Fairview Creek, a sensitive waterway, which passes through the property adjacent to Microchip.
- The area around Fairview Creek and the two ponds adjacent to the Microchip site, which are classified as wetlands and protected natural resource land.
- The northeast corner of the property, which is a wetland area.
- The forested wetlands in the middle of the Microchip property.

The stormwater management system discharges into Fairview Creek. Therefore, storm drains and stormwater protection are primary concerns. All contractors are responsible for ensuring that they protect and maintain clean storm water as it leaves our site. All contractors are to notify Microchip prior to establishing any washing, rinsing or concrete cleanout operation locations. These must be approved prior to releasing water either to surface water or to any storm drain or catch basin. Some receiving dock drains are normally closed and water must be tested prior to release. Do not open any drain without prior testing and approval.

Roof drains and other drains are connected to the storm water discharge system. Chemical or other substance discharges to the roof or other drains are not permitted. Discharges of any sort to the storm drains are not permitted. Never assume a drain is acceptable or safe to use. If there is a question of where a drain goes, please ask.

12.8. Upset Conditions

The contractor must immediately call x2222 whenever a release or potential release to the environment occurs. The Control Room operator will call the ERT and the Microchip EHS. The contractor is to follow all directions of the ERT and Environmental Engineers.

Microchip will notify any outside agencies as required.

13.0 MICROCHIP SAFETY GUIDELINES

All contractor work practices must at a minimum comply with Microchip EHS procedures in addition to all applicable City, State and Federal statutes, regulations, rules, ordinances, codes and standards. Contractors must document their own safety and environmental procedures, which may not conflict with Microchip EHS procedures.

The Microchip Safety Guidelines contained in this manual must be followed at all times. Failure to work according to the Guidelines may result in suspension or permanent removal from the site.

This guide is not a replacement for a thorough understanding of current rules and regulations.

13.1. Substances & Site Security

13.1.1. Alcohol and Drugs

Alcoholic beverages or illegal drugs may not be consumed during working hours. This includes breaks, lunches, or any off-site function where the person will return to work.

13.1.2. Smoking

Microchip maintains a smoke-free workplace. Smoking includes the use of cigarettes, e-cigarettes, cigars and pipes. Smoking is allowed only in the designated areas.

13.1.3. Weapons

No weapons are allowed on site, including the Microchip parking lot.

13.2. Fire & Life Safety

13.2.1. Fire Sprinkler Systems and Extinguishers

Never block access to a fire extinguisher.

Certain flame or burn work may require the contractor to have a fire extinguisher within the immediate work area. Never remove a fire extinguisher from its designated location.

Contractors shall not tamper with or operate any fire system or sprinkler controls unless authorized to do so by Site Services. Contract work around sprinkler heads must be done in a manner that protects the heads from breakage. Storage of contractor materials must be more than 2 feet away from the ceiling and must not come within 18 inches of a sprinkler.

13.3. PPE

Contractors shall provide all safety equipment required to complete their work assignment.

13.3.1. Hard Hats

Contractors shall wear hard hats whenever there is an elevated risk of head injury or in designated areas.

Elevated risk could be caused by:

- Overhead work, such as on a ladder or scaffold
- Exposure to live electrical energy
- Low-hanging obstructions

13.3.2. Safety Glasses

Safety glasses are required in the fab, subfab, mezzanine or interstitial areas of Fab 4-1 and Fab 4-2, as well as Utility Buildings (UB-1 and UB-2), or in any other designated area. Safety glasses are also required when working outdoors if any risk of eye damage is present.

13.3.3. Hearing Protection

Earplugs or other appropriate hearing protection is required when working in the Fab 4-1 basement, Fab 4-2 mezzanine or ground level (“Level 1”), as well as UB-1/2 and any other designated area.

13.3.4. Respiratory Protection

Whenever respiratory protection is required, each contractor must provide training, medical monitoring, fit testing, respirator care, and maintenance as required in 29 CFR 1910.134, 29 CFR 1910.120, and other environmental, health, and safety laws as applicable. Each contractor must be prepared to provide written documentation of the contractor's respiratory protection program prior to beginning work.

13.3.5. Exposure Monitoring

Each contractor may be asked to participate in the Microchip EHS exposure monitoring program. This may include wearing personal air monitoring devices, performing area sampling, or providing exposure monitoring documentation.

13.4. Specific Tools

13.4.1. Internal Combustion Engines

Internal combustion engines are prohibited inside occupied buildings or near building air intake ports. Air or pneumatically driven equipment must be used wherever possible. Portable blowers and ventilators or exhaust to the outside must be provided to prevent exposure to people in the buildings.

Any outdoor use of internal combustion engines must be approved by Microchip EHS.

13.4.2. Powder-Actuated Hand Tools

Powder-actuated hand tools are not permitted for use at Microchip.

13.5. Ladders, Scaffolds and Working At Heights

13.5.1. Ladders

Contractors must ensure that all ladders and their use comply with OSHA requirements, at a minimum but not limited to, 29 CFR 1910.26, 29 CFR 1926.1051, 29 CFR 1926.1053, 29 CFR 1926.1060, and OAR 437-03-065.

Contractors must make sure that footings are secured, safe clearances are maintained, and a proper work angle is used.

Extension ladders must be secured from displacement at the bottom and secured at the top.

Ladders used to access an elevated area or platform must extend more than 3' above work surface whenever employees will step off the ladder. No work on the top two steps of a ladder is allowed.

All ladders must be stored safely. Ladders stored vertically must be chained or tied off securely.

No wooden ladders are permitted. No metal ladders are permitted in the building or where there is a possibility of electrical shock.

13.5.2. Scaffolds

All scaffolds must be erected by a qualified and competent person, and maintained to comply with OSHA regulations and established standards. Footing or anchorage for all scaffolding must be sound, rigid, and capable of carrying the maximum intended load without settling or displacement. Planking must be stamped and must completely cover the work platform and extend between 6 and 12 inches over the end of the scaffolding.

All scaffolds shall be checked daily and before each use for safety compliance by the contractor who controls the scaffold, as well as any other contractor using it. This inspection must be done by a competent person. Daily inspection logs should be available at the scaffold location. This log shall contain the competent person(s) signatures for every day the scaffold is being used.

No contractor shall permit his employees to use another contractor’s scaffold without explicit permission from the owner of the scaffold.

No scaffold shall be left at any time in an unsafe condition and shall be removed immediately if not to be used again.

13.5.3. Manlifts

Contractors must ensure that all manlifts and their use comply with OSHA requirements, at a minimum but not limited to 29 CFR 1910.68. Contractor must ensure proper care and maintenance. Manlifts must be maintained in a safe condition and inspected regularly. Contractors must make sure that footings are secure and safe clearances are maintained. All manlifts must be stored safely. Always review and abide by the safety recommendations in the lift manufacturer's operating manual.

Use of a Microchip-owned lift must be approved by your sponsor and Microchip EHS.

13.5.4. Fall Protection

All contractors must provide fall protection when working at heights of 6 feet or more.

Each contractor is responsible for protecting its own employees by using conventional means of fall protection such as standard guardrails or perimeter cable. The ongoing maintenance and daily inspection of this protection must also be included.

If a contractor's employee cannot be protected by conventional methods, then provide anchorage points capable of withstanding 5000 lbs., safety harnesses, and shock absorbing lanyards. Typical perimeter protection is only designed to withstand 200 lbs. of force, and therefore cannot be used as an anchorage point.

Each contractor employee exposed to fall hazards must be trained by the contractor in the recognition of fall hazards, the avoidance of fall hazards, the purpose, use, and requirements of conventional fall protection methods, and the use, inspection, and care of safety harnesses and shock absorbing lanyards.

13.5.5. Overhead Work

Any work where there is a chance of falling objects, sparks, etc., requires barricades or flagging that prevent unauthorized entry to the hazard area.

When working overhead, contractors must provide a guardrail system consisting of a top rail at approximately 42 inches, a mid-rail approximately at 21 inches, and a toe board approximately 4 inches in height. If wire rope is used for top rails and mid-rails, its diameter must be 3/8″-1/2″ in diameter and must be flagged no less than every six feet.

13.5.6. Roof Work

When working on a roof, a warning line should be erected on all sides of the roof work area and not less than 15 feet from the roof edge.

When working on a roof, no material shall be stored within 10 feet of the perimeter of the building.

13.6. Confined Spaces

13.6.1. Confined Space

A confined space is any space that is large enough to allow a person to enter, has limited or restricted exit or entry, and is not designed for employee occupancy. There are permit required and non-permit required confined spaces on site at Microchip. Permit required confined spaces on site are marked and an inventory of known confined spaces will be provided upon request.

Contractors that need to enter confined spaces as a requirement for their work duties must have a Confined Space Permit. The Contractor must provide all personal protective equipment, monitoring equipment, entry permits, attendants, rescue procedures, and training as needed and as required in 29 CFR 1910.146 for their employees.

The Contractor must coordinate all projects involving a confined space and notify Microchip EHS prior to entry. A copy of the entry permit shall be posted prominently near the entry point and on file with EHS prior to entry.

13.6.2. Raised Metal Floor – Confined Space

The area under Raised Metal Floor, more than one tile-width away from an open floor tile is considered a confined space. When working in this confined space, the contractor must note this hazard and any mitigation measures on their Pre-Task Plan. Working alone in this confined space is never allowed – a “spotter” or “buddy” working outside the confined space must always be present.

13.7. Ergonomics

13.7.1. Back Safety

Each contractor is responsible for training their personnel in proper lifting techniques, as appropriate. A partner or lifting device should be used whenever lifting more than 50 pounds.

13.8. Outdoor Work (Cranes, Hoists, Trenching)

13.8.1. Excavation and Trenching

Contact Microchip EHS to establish an erosion control plan and obtain any necessary approvals before trenching and or excavating work begins. Materials needed and safety systems shall include, but are not limited to, proper signage, barricades, lighting, etc.

Proper shoring techniques are required.

Each contractor shall locate underground utilities prior to digging to avoid damaging lines.

When pedestrian traffic crosses open trenches, a temporary walkway shall be constructed. The walkway shall be of sufficient strength to support the traffic and have a guardrail on both sides.

13.8.2. Cranes, Derricks, and Hoists

All Contractor provided cranes, derricks, and hoists must be certified safe prior to commencement of work on site. The equipment must be inspected regularly by trained and certified personnel. Documentation and proof of certification must be made available to Microchip upon request.

Cranes on the jobsite will be required to always have capacity/swing/boom data present. Trade Contractors are required to flag off the area of the boom/counterweight swing radius and provide an anti-two blocking device on the cable.

Crane operators must be properly trained and certified by a competent person, and proof of certification must be provided to Microchip EHS before beginning operation. Rigging and operation of cranes, derricks, and hoists must be done by competent personnel familiar with the loads being lifted, the hazards present on the site, and the capabilities of the equipment. A mobile crane checklist will be filled out with the crane operator prior to crane use on site.

All areas surrounding a crane must be barricaded whenever the crane is in use.

No cranes, derricks, or hoists may be used within 50 feet of overhead power lines without specific prior approval from the Microchip Site Services Manager.

13.8.3. Forklift Operation

Forklifts, electric carts, and material handling equipment must comply with OSHA requirements. Only trained and certified operators may operate material handling equipment.

13.9. Move-In and Floor Loading

When moving heavy loads across the raised metal floor in either Fab 4-1 or Fab 4-2, contractors must confirm that the floor is properly supported/reinforced to bear the load. Refer to Microchip Fab 4 Move-In Guidelines Rev. 3.

13.10. Electrical

13.10.1. Code Compliance

All electrical work must be completed in compliance with the National Electrical Code (NEC), ANSI and OSHA requirements, including but not limited to, 29 CFR 1910.301-399, and 29 CFR 1926.400-449, as required. All electrical tools and devices must be properly grounded and maintained in good condition.

13.10.2. Grounding

All electrical cords and receptacles that are not part of the wiring of the building or structure must be used in conjunction with a ground fault circuit interrupter (GFCI) or inspected under a documented assured grounding program that meets or exceeds the requirements of the OSHA Assured Grounding Program.

The electrical contractor will inspect all ground fault circuit interrupters monthly and damaged equipment shall be replaced immediately.

13.10.3. Cords

All electrical cords must be appropriate for the work. Flat cords are prohibited.

Wherever possible, electrical cords should be secured at least 7 feet overhead, rather than placed on the floor. Where overhead cord routing is impossible, cords must be secured to the floor with safety tape to prevent trip hazards. Signage, bollards, etc. are not acceptable safety measures. Cords running over the floor shall be inspected daily for damage and repaired immediately or removed from use until repaired.

Connecting multiple cords together (“daisy-chaining”) is prohibited.

13.11. Facilities Outages

13.11.1. Power Failure/Outages

When power failures or outages occur, stop what you are doing and wait for the emergency power and lights to come on. If exhaust has been lost, an evacuation alarm may sound. In that case, evacuate safely, following the Evacuation Procedures described earlier in this guidebook.

13.11.2. Utilities Interruption

Unscheduled utility interruption can have a severe negative impact to production, safety, and the profitability of the facility. Contractors must never turn any switch, open/shut any valve, push any button, cut any wire, or otherwise effect any change that could impact the building utilities, processes, or equipment without express permission and authorization of sponsoring department manager.

13.12. Permits/Signage/Barricades

13.12.1. Hot Work Permits (Welding, Alarm Shutoffs, etc.)

A Hot Work Permit is required for any work performed using an additional source of heat. A Hot Work Permit must be submitted 48 hours prior to the work being done. Questions about this permit and how it is obtained may be directed to the Microchip sponsor or the EHS Group.

13.12.2. Electrical Hot Work Permit

If electrical work must be done on energized circuits, an Electrical Hot Work Permit must be obtained before beginning work. Contact Microchip EHS for information on how to obtain a permit.

13.12.3. Fab 4 Work Permit

If work requires idling production tools or otherwise disturbing standard operations in a production area, a Fab 4 Work Permit should be obtained before beginning work. Your Microchip sponsor department or designated construction manager can submit the permit application on your behalf.

Examples of situations where a Fab 4 Work Permit might be required:

- Rotohammering near vibration sensitive tools
- Tying a new exhaust duct into a line supporting active production equipment
- Tool move-in requires removing workstations or otherwise obstructs flow of people or materials through production area
- Repairing floor coating will generate nuisance odors
- A cleanroom wall will be removed and replaced with a Visqueen bubble to accommodate a tool installation

13.12.4. Nuisance Odors, Fumes, Dust, Particulate, Visible Plumes, Etc.

Contractors must ensure their work will not create any nuisance or other condition, including but not limited to odors, fumes, dust, particulate, visible plumes, etc. Engineering controls, such as tenting off the area, providing ventilation, etc. must be used whenever practicable. If the generation of fumes, dust, particulate, visible plumes, etc. is unavoidable, then a Fab 4 Work Permit (described above) will need to be completed and approved before proceeding with the work.

13.12.5. Warnings, Signage and Tape

Contractors are responsible for using warnings, signs, and barricades to keep other contractors and Microchip employees safe. Examples of areas requiring signs or warning barricades include but are not limited to areas around ladders, areas with overhead work in progress, wet floors, wet paint, electrical hazards, high traffic areas, etc.

When using barrier tape, always use the color that is appropriate for the hazard level.

- Yellow Caution Tape: Indicates hazards that may result in minor or moderate injuries if not avoided and cautions against unsafe practices. Yellow tape may only be crossed after obtaining permission from those working in the taped off area.

- Red Danger Tape: Signals the most serious hazards where special precaution must be taken. The signage indicates that death or serious

injury is almost certain to occur if the hazard is not avoided. Danger tape may only be crossed by someone personally performing work in the area

Red danger tape is required to have signage at each point of possible entrance, stating the hazards within the area. Signage shall also indicate who put up the barricade, their on-site contact information, and date. It is strongly encouraged to include such signage on yellow caution tape as well.

13.12.6. Barricades

When a single Raised Metal Floor (RMF) tile is removed for access, place Microchip provided yellow barriers around the opening, securing the chains in place to ensure a complete barrier. Place warning signs on all entrances to any room with open floor tiles. Replace the tile before leaving the immediate area. When work is complete the tile must be locked down.

When more than one RMF tile must be removed for access, a semi-permanent hard barricade must be erected. The hard barricade should include a top rail at approximately 42 inches and a mid-rail approximately at 21 inches.

Regardless of who erected the barricade, any contractor working in or around the open area is responsible for maintaining barricade integrity. If all or part of the barricade must be removed for any reason, the contractor must otherwise restrict access to the area and the hard barricade must be replaced as soon as possible.

If for any reason, a contractor must remove cable, barricades, or any other safety related item to perform their work, it is the responsibility of that contractor to replace them when the work is completed

13.12.7. Floor Openings

Any floor opening greater than 2” in diameter, but not larger than four square feet (4 SF) may be protected by a cover with a minimum thickness of 5/8” or other equivalent means. The cover must be secured against horizontal or vertical movement.

If the opening is for temporary construction work, the cover shall be clearly labeled “Floor Opening” or “Hole” and with the name of the contractor that created that opening.

13.12.8. Housekeeping

All individuals are expected to practice good housekeeping. All contractors are required to keep their work areas clean and free of dirt and clutter. Trash, scraps, excess materials, and other debris should be disposed of daily. Work areas must be cleaned up before being left unattended. Poor housekeeping can lead to slips, trips, falls, and other avoidable accidents. At a minimum, OSHA requirements in 29 CFR 1910.141 (a)(3) must be met.

13.13. Control of Hazardous Energies

All potentially hazardous energies must be isolated and Lockout/Tagout must be performed prior to beginning work. In addition, all sources of energy (electrical, mechanical, hydraulic, pneumatic, kinetic) must be brought to a “zero energy state”, and zero energy must be verified.

Each contractor must coordinate work with the sponsoring department or the Microchip EHS and follow Fab 4’s Lockout/Tagout procedures to make sure the systems they are working on are isolated. The contractor is responsible for providing all equipment necessary for isolating equipment including but not limited to: locks, tags, lock attachments, blinds, etc.

13.14. Other Safety Policies

13.14.1. Exposed Rebar

All exposed rebar shall be capped.

13.14.2. Radios/Earbuds

Radios or earbuds may not be used while performing work.

13.14.3. Hot Weather

During periods of hot weather, the heat index of the work area must be monitored.

At a heat index of 80 or above, contractors must provide an adequate supply of drinking water. Drinking water must be always readily accessible to employees, cool or cold (<77 deg F) and available in sufficient quantity for each employee to consume 32oz per hour.

At a heat index of 90 or above, contractors should consider postponing any non-critical work that exposes them to direct heat. If the work cannot be postponed, contractors must provide shade, take more frequent breaks and check in periodically with a coworker.

13.14.4. Air Quality

Especially when wildfires are in progress in nearby areas, air quality may become a safety concern. Under such conditions, the Air Quality Index (AQI) should be monitored.

When the AQI exceeds:	Contractors are required to:
101	Provide N95 respirators to employees.
201	Adopt administrative controls to address air quality. If administrative controls are not sufficient to reduce the risk to employees, respirators are required.
500	Use fit-tested respirators.

No worker should use a respirator without proper fit testing and medical clearance.

13.14.5. Lighting

Adequate lighting is required for work in low light/dark conditions. A minimum of 5 foot-candles is required in general areas and 15 foot-candles is required in electrical or mechanical rooms or other areas where additional lighting might be required.

13.14.6. Silica Exposure Prevention and Control

Contractors are responsible for protecting employees and others from exposure to crystalline silica dust.

14.0 Safety Feedback

Microchip is committed to providing a safe and healthful workplace for all of our employees both contract and permanent. Microchip has a Safety Committee that meets monthly and provides a forum for investigating and correcting potential safety issues. Microchip is a multi-employer workplace and welcomes involvement from all contractors who regularly work here. If you would like to attend our Safety Committee meetings, please contact Microchip EHS. If you would like to make an environmental improvement suggestion or bring up an environmental concern, please contact the EHS Group at:

Safety

- Bret Herbert 503-669-5503
- Kerry Byun 503-669-6011
- Jeana Jones 503-669-5697

Environmental

- Keith Woung 503-669-5503
- Becky Kim 503-669-6012
- Jeana Jones 503-669-5697

15.0 Conclusion

Everyone on site has a responsibility to ensure that all work, however major or minor, is performed safely. To neglect safety is to neglect your most basic job responsibilities.

All contractors are responsible for instructing their employees in the recognition and correction of unsafe conditions and the regulations applicable to their work environment.

Following good safety practices as outlined in this manual will reduce hazards and prevent safety incidents so that we can all go home safely. Your cooperation is greatly appreciated.

When you have read the enclosed Safety Program, sign and detach the following page and return it to Microchip EHS.

Appendix – Contractor Acceptance Agreement

Microchip Technology Inc. – Gresham Fab 4
Contractor Safety and Environmental Manual
Verification of Information Exchange and Contractor Acceptance Agreement

Dear Microchip Contractor:

Attached you will find a Microchip Technology Inc, Fab 4 Contractor Safety and Environmental Manual.

This guide provides basic safety and emergency information about our site for all Microchip's contract companies. Its purpose is not to replace your company's safety and health training, but to supplement it with areas specific to Microchip Technology Inc. under OR-OSHA. It is the responsibility of each employer to provide Safety and Hazard Communication training and documentation of that training for each of its employees prior to allowing them to work in a new work area. You are responsible for contacting the EHS Group to obtain information regarding hazardous materials prior to performing any work at Microchip.

If you have any questions, contact the EHS Group at 503-669-6011, 503-669-5508 or 503-669-5503.

Your signature below constitutes an agreement that you 1) have read the attached Microchip Contractor Safety and Environmental Manual and 2) will abide by all policies described therein, in addition to local, state, and federal safety and environmental laws and regulations. Please sign and return this page to Microchip Security at the main Fab 4 lobby, or mail to:

Microchip Technology Inc.
EHS Department
21015 SE Stark Street
Gresham, OR 97030

Name of Company

Name Signature

Title Date