



North Atlantic Wind to Hydrogen Project Hazardous Materials Training Plan

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Table of Contents

1. Introduction.....	2
2. Objectives.....	2
3. Reference Documents	2
4. Responsibilities.....	3
5. Training Requirements.....	4
5.1 General Orientation	4
5.2 Health, Safety and Environment (HSE) Training	4
5.3 Employee Training.....	4
5.3.1 Emergency Response Team Training	5
5.3.2 Provincial Regulatory HSE Training	6
6. Training Records	6
7. Proof of Competency	6
8. Refresher and Supplemental Training.....	7
9. Review and Updating.....	7

List of Tables

Table 3-1 Internal Reference Documents.....	2
Table 4-1 Responsibilities.....	3
Table 5-1 Training Requirements for ERT.....	6

List of Acronyms and Abbreviations

EMT	Emergency Medical Technician
ERP	Emergency Response Plan
ERT	Emergency Response Team
HSE	Health, Safety and Environment
NFPA	National Fire Protection Association
North Atlantic	North Atlantic Refining Corp.
PPE	Personal Protective Equipment
PPE	Personal Protective Equipment
SCBA	Self-Contained Breathing Apparatus
SHER	Safety, Health, Environment and Risk
WHMIS	Workplace Hazardous Materials Information System

1. Introduction

The Hazardous Materials Training Plan identifies various types and levels of hazardous materials training required for employees at the North Atlantic Logistics Terminal (“Terminal”) and Wind farm, based on their specific duties. The training is designed to ensure that all personnel are adequately prepared to handle hazardous materials safely and effectively. All employees are required to complete site safety orientation and job-specific training

The Hazardous Materials Training Plan supplements the standard requirements outlined in North Atlantic Refining Corp.’s (North Atlantic’s) Emergency Response Plan (ERP). It ensures that all training initiatives are aligned with the overarching safety objectives of the Terminal and Windfarm, providing a comprehensive approach to hazardous materials management and emergency response preparedness.

2. Objectives

This document aims to provide the appropriate information and tools for consistency in its application while retaining appropriate site-specific practices that meet the business unit’s needs. This training plan covers the mandatory practices that assure adequate training and qualification of personnel whose job duties impact and influence hazardous materials response and handling. This includes, but is not limited to, initial training, refresher training and qualifications.

3. Reference Documents

Table 3-1 Internal Reference Documents.

Document Number	Document Title
SOP-HSE-004	Personal Protective Equipment (PPE) Management
SOP-HSE-007	Incident Management
SOP-HSE-010	Environmental Management
NA-P1-001	North Atlantic Wind-to-Hydrogen ERP
ENV-M002	Environmental Emergencies (E2) Plan
LOGISTICS-M001	Oil Spill Emergency Response and Oil Spill Prevention Plan

4. Responsibilities

The HSE designate is responsible for implementation of the Hazardous Materials Training Plan and maintaining records to support compliance to the requirements of the plan. The Health, Safety, and Environment (HSE) designate, together with the facility manager shall ensure training plans are adequate and that all employees have the skills necessary to perform their duties. Table 4-1 provides the responsibilities of key team members with respect to the Hazardous Materials Training Plan.

Table 4-1 Responsibilities.

Responsibility	Facility Manager	HSE Advisor or Designate	Emergency Coordinator	Training Coordinator
Management				
Implement this procedure where applicable throughout the operation of the facilities and the Project	ü	ü	ü	
Ensure employees and contractors are trained, competent and experienced to work prior to work	ü	ü	ü	ü
Obtain and maintain available on site current licensers and training in compliance with the regulatory standards for all employees			ü	ü
Planning				
Review the content of training document and ensure content is up to date			ü	ü
Ensure that the training record form is filled after each training			ü	ü
Plan training for employees including "refresher" training			ü	ü
Record all training documentation and certification in a matrix				ü
Operations				
Provide a setup location to perform in-house training			ü	ü
Follow emergency and evacuation rules	ü	ü	ü	ü

5. Training Requirements

5.1 General Orientation

Before starting any work at the Terminal or Windfarm, all employees (staff, union, and subcontractors), and visitors must receive a safety orientation. North Atlantic's Site Specific safety orientation shall include, but is not limited to:

- Description of the Project.
- General site information.
- Incident and Injury reporting.
- Emergency Phone Numbers.
- Emergency Procedures.
- Site specific hazards.
- Personal Protective Equipment (PPE) requirements.
- Environmental Aspects.

5.2 Health, Safety and Environment (HSE) Training

North Atlantic has the responsibility for ensuring Employees and Emergency Responders for each facility and shift, are provided training in accordance with legislative requirements, and industry best practices.

5.3 Employee Training

All employees and visitors will receive specific emergency awareness training during their orientation training, which consists of but is not limited to:

- Emergency contacts and muster points.
- Crisis Management procedure / Emergency Evacuation Plan including emergency routes and assembly areas to be used.
- Respiratory Protection and Fit Testing (as required).
- Accident reporting Procedures.
- Locations of first-aid kits and identification of first aid providers.
- WHMIS.

- Chemical spill on site reporting procedures.
- Regulatory Training (working at heights, confined spaces), as required.
- Shelter-in-Place.
- Hydrogen properties and behaviour.
- Safety requirements for working with or around Hydrogen and Hydrogen derivatives.
- Procedures for handling hydrogen leaks and spills, and the appropriate actions to be taken in case of fire.
- Alarms and other emergency communication systems to be used at the work area.
- Operating procedures and safe work practices applicable to the employee's tasks.
- H2S and Gas detection training.
- Hazard Identification Training.

The above topics will be reviewed on a three-year cycle with all employees.

5.3.1 Emergency Response Team Training

The existing Terminal Emergency Response Team (ERT) will continue to be utilized for the Project. This ERT is and will continue to be available around the clock to address site emergencies, including but not limited to medical incidents, fires, and emergency releases. Members of the Emergency Response Team will be drawn from trained shift workers on duty in the facility at the time of the incident.

The ERT is tasked with responding to medical incidents, fires and emergency releases. Given the critical nature of their role, the ERT requires specialized training that goes beyond general employee training. All members of the ERT work in an environment where hydrogen and hydrocarbons are produced, and existing training reflects this. The ERT consists of 2 primary categories of responders. A Safety, Health, Environment and Risk (SHER) Management Technician holds the highest level of emergency response training. Emergency response is the core responsibility of the SHER Technician who is always available and ready to respond to an emergency. A minimum of two SHER Technicians are to be present on site at any given time. Table 5.1 identifies the training requirements to be a SHER Technician.

The other category of emergency responder is a general firefighter. These ERT members are trained to respond to fires and releases from all products at the facility. A minimum of eight firefighters are to be on site at all times in addition to the SHER Technicians. Table 5-1 identifies the training requirements to be a general firefighter.

Table 5-1 Training Requirements for ERT.

SHER Technicians	General Firefighters
National Fire Protection Act (NFPA) 1001 Level I and II	Fire Truck Familiarization
Hazardous Materials Training in accordance with NFPA 472, Operational Level	Self-Contained Breathing Apparatus (SCBA) and Bunker Gear Inspection
Emergency Medical First Responder	Hazmat Awareness
Confined Space Rescue	Pumper Operation
Industrial High Angle Rope Rescue Certification	Rope Rescue
Williams Fire School (TEEX facility)	Confined Space Entry
All training received by General Firefighters	Industrial Firefighting (Marine Institute Certificate)

The ERT for the windfarm will be in addition to the ERT currently in place at the Terminal. This will ensure that ERT resources are always available at both sites for an emergency response. The training requirements for the windfarm ERT will mirror those for the Terminal with additional training specific to wind tower and electrical infrastructure emergencies.

5.3.2 Provincial Regulatory HSE Training

Additional to North Atlantic's minimum training requirements, employees are required to complete regulatory HSE training when related to their duties. These include, but are not limited to:

- WorkSafe NL approved fall protection training for all individuals who work at heights.
- WorkSafe NL approved confined space training for all individuals who work in or monitor confined spaces.

6. Training Records

All personnel are required to sign a training acknowledgement form upon completion of any training. All safety training records shall be maintained by the HSE designate. Records are to be maintained for a minimum of 7 years.

7. Proof of Competency

The North Atlantic management team will obtain and make available on site, the current licenses and evidence of training and qualifications in compliance with the regulatory requirements and minimum requirements set by North Atlantic for all workers before they are assigned to a role or duty.

8. Refresher and Supplemental Training

The purpose of refresher training is to reconfirm competence. Refresher and supplemental training shall be provided to members of the ERT at a minimum frequency of every three years. Additionally, the Emergency Medical Technician (EMT) will participate in regular exercises, drills and tabletop simulations to optimize and maintain their skills.

If specific refresher training is not successfully completed within the time interval established, the individual's qualification will lapse and the individual will no longer be deemed competent to do the job until requalification is achieved.

9. Review and Updating

The Hazardous Materials Training Plan will undergo a comprehensive review at a minimum of every three years and will be updated to reflect results of the review. The review will assess any changes in local, provincial, or federal regulations related to hazardous materials as well as any modification to industry best practice or site conditions. In addition to the scheduled reviews, the plan will be updated if exercises or incidents reveal a need for change.