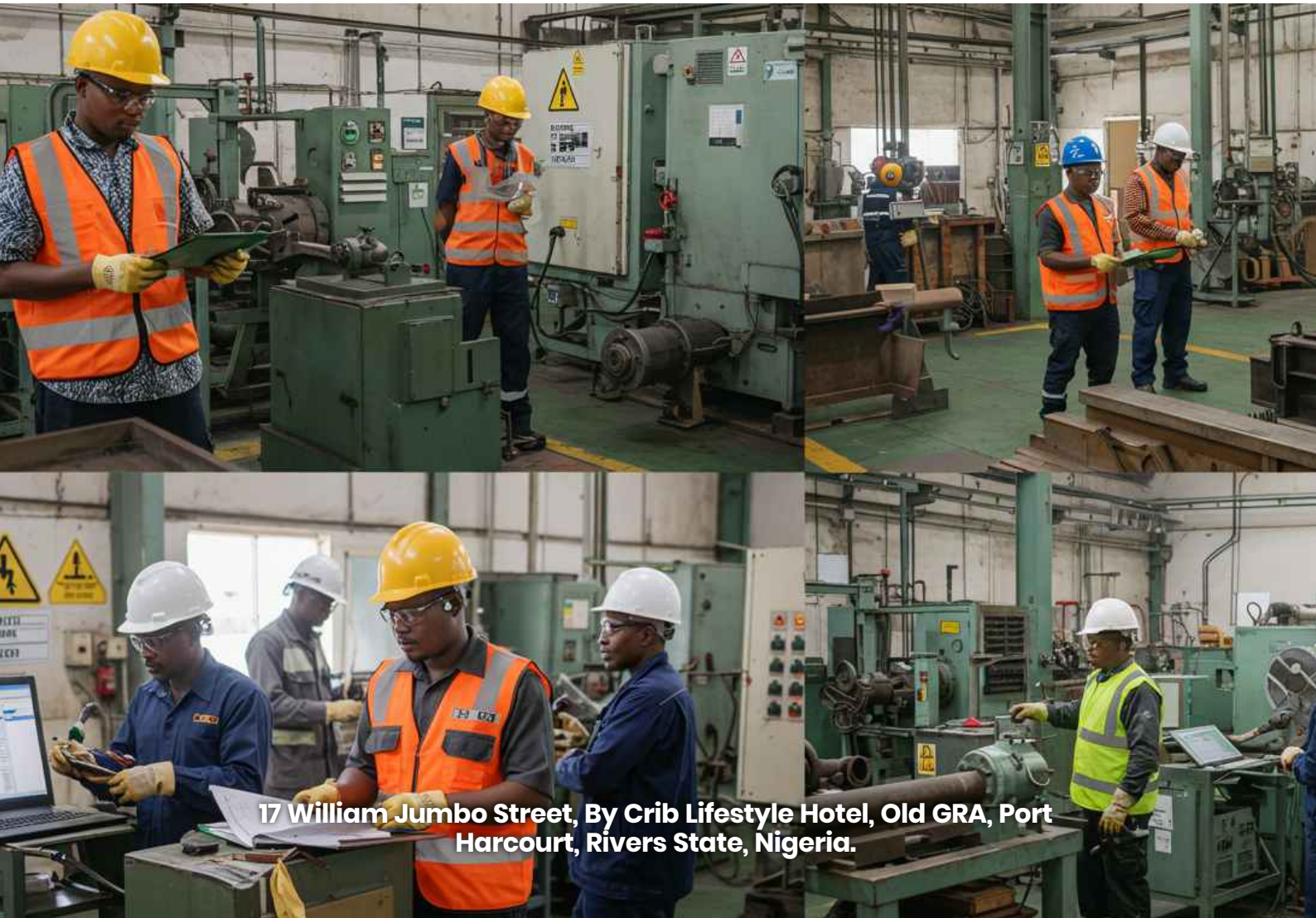




**AMKIC**  
**INTEGRATED**  
SERVICE LIMITED

# HEALTH & SAFETY POLICY



17 William Jumbo Street, By Crib Lifestyle Hotel, Old GRA, Port  
Harcourt, Rivers State, Nigeria.

## 1) Policy Statement (Statement of Intent)

AMKIC Integrated Services Limited is committed to providing and maintaining a safe, healthy and environmentally responsible workplace for all employees, contractors, visitors, host communities and other stakeholders who may be affected by our activities. We will prevent work-related injuries and ill-health, eliminate hazards where practicable, reduce risks to as low as reasonably practicable (ALARP), and continually improve our Occupational Health & Safety Management System (OHSMS).

This commitment applies across all our operations in Oil & Gas (Mechanical Services), Maritime Services, and Logistics, whether performed at our facilities, client sites, on vessels, in yards, in transit, or at remote locations.

## 2) Scope & Applicability

This policy applies to:

- All AMKIC employees, directors, temporary staff and interns.
- All contractors, subcontractors, suppliers, and service providers acting on our behalf.
- Visitors to AMKIC offices, sites, vessels and logistics operations.
- All operational contexts, including fabrication/construction, pipe laying/coating, tank cleaning, rural electrification works, terminal and dockyard services, vessel management/supplies, warehousing, lifting and transportation (air/land/sea).

## 3) Legal & Standards Compliance

AMKIC will comply with all applicable Nigerian and international H&S requirements, including but not limited to:

- Relevant Nigerian statutes, regulations and codes of practice applicable to oil & gas, maritime and logistics operations.
- Client HSE requirements and bridging documents.
- Applicable international conventions/standards and industry codes, such as **ISO 45001:2018 (OHSMS)**, **ISO 14001** (as it relates to environmental interfaces), **ISO 9001** (as it relates to quality interfaces), **SOLAS**, **MARPOL**, the **ISM Code**, and recognized lifting, pressure systems and electrical safety standards.

Wherever standards differ, AMKIC will apply the most stringent reasonable requirement.



## 4) OH&S Objectives

We will set and review measurable objectives and key performance indicators (KPIs), such as:

- Zero fatalities and elimination of life-altering injuries.
- Year-on-year reduction in Total Recordable Case Frequency (TRCF) and Lost Time Injury Frequency (LTIF).
- 100% close-out of high-risk actions by due date.
- 100% completion of statutory and role-critical HSE trainings/medical fitness.
- 100% participation in toolbox talks and pre-job risk assessments for safety-critical tasks.

## 5) Roles & Responsibilities

**Board of Directors:** Provide visible leadership, ensure adequate resources, and hold management accountable for H&S performance.

**Managing Director/CEO:** Owns the OHSMS, approves policy and objectives, and ensures implementation and periodic management reviews.

**HSE Manager/Coordinator:** Maintains the OHSMS, monitors compliance, leads risk assessments, incident investigations, audits and reporting.

**Line Managers/Supervisors:** Demonstrate safety leadership, conduct pre-job briefings and PTW, enforce controls/PPE, stop unsafe work.

**Employees:** Work safely, follow procedures, use PPE correctly, report hazards/near misses/incidents immediately, and participate in trainings.

**Contractors/Subcontractors:** Meet AMKIC and client HSE requirements, provide competent personnel and safe equipment, and cooperate in audits and bridging processes.

**Visitors:** Comply with site rules, attend inductions, and follow escort instructions.

## 6) Risk Management & Safe Work Systems

We use a structured approach based on the hierarchy of controls:

1. Elimination
2. Substitution
3. Engineering controls
4. Administrative controls (procedures, training, supervision)
5. Personal Protective Equipment (PPE)

**Key elements:**

- **Hazard Identification & Risk Assessment:** HAZID, Job Hazard Analysis (JHA)/Job Safety Analysis (JSA) for all tasks—especially hot work, confined space entry, work at height, lifting, electrical work, excavations, pressure/vessel entry, mooring/berthing and line handling.
- **Permit to Work (PTW):** Formal permits for safety-critical activities (e.g., hot work, confined space, energized systems, excavation, working at height, lifting).
- **Change Management:** Management of Change (MoC) for non-routine activities, variations in scope, or equipment/process changes.
- **SIMOPS Controls:** Planning, barriers, and supervision when simultaneous operations occur on vessels, terminals, or construction sites.
- **Safety-Critical Equipment (SCE):** Identification, inspection, maintenance and proof-load testing of lifting gear, pressure relief devices, gas detectors, fire suppression systems, lifesaving appliances and alarms.

**7) Operational Requirements (By Business Line)****7.1 Oil & Gas (Mechanical Services)**

- **Pipe laying/coating & construction:** Ground disturbance permits, line-of-fire controls, lifting plans, barricading, tag lines, certified rigging gear, welding fume control, and quality of weld procedures (WPS/PQR) with adequate ventilation/extraction.
- **Tank cleaning & confined spaces:** Gas testing (O<sub>2</sub>, LEL, H<sub>2</sub>S, others), isolation/lock-out-tag-out (LOTO), entry permit, standby attendant, rescue plan and equipment, intrinsically safe lighting, continuous atmospheric monitoring.
- **Electrical/pressure systems:** Authorized personnel only, pressure testing plans, exclusion zones, test barriers and calibrated gauges.

**7.2 Maritime Services**

- **ISM/SOLAS alignment:** Safety management procedures, drills (man overboard, abandon ship, fire), muster lists, lifesaving and firefighting appliances maintained and inspected.
- **Mooring/berthing:** Exclusion zones, snap-back awareness, proper PPE, communication protocols, and competent mooring teams.



- **Hot-work onboard:** PTW, hot-work fire watch, gas-free certification, segregation from fuel/paint lockers, continuous gas monitoring.
- **Bunkering & transfers:** Spill prevention, scupper plugging, hoses in good order, emergency shutdown, communications and checklists.

### 7.3 Logistics (Road, Warehousing & Lifting)

- **Journey Management:** Approved journey plans for all medium/high-risk trips, driver qualification/defensive driving, fatigue management, speed limitation, seat-belt enforcement, no mobile phone while driving.
- **Vehicle/Equipment Integrity:** Routine inspections, IVMS/telematics where applicable, preventive maintenance, certified operators.
- **Warehousing & Material Handling:** Stacking limits, pedestrian/vehicle segregation, forklift training and pre-use checks, housekeeping.
- **Lifting Operations:** Competent lift plans, appointed lifting supervisors and riggers, load charts, exclusion zones, weather limits, and daily pre-use inspections of cranes/hoists/rigging.

## 8) Occupational Health

- **Medical Fitness:** Pre-employment, periodic and task-specific medicals; fit-for-duty checks for safety-critical roles.
- **Health Surveillance:** Hearing conservation (noise), respiratory protection (dusts/fumes), skin protection (chemicals), vaccinations as applicable.
- **Fatigue & Stress:** Work/rest regimes, overtime controls, access to support resources.
- **Substance Misuse:** Strict Drug & Alcohol zero-impairment standard for duty; testing may be conducted per law, client and company rules.
- **Welfare:** Drinking water, sanitation, hygiene facilities, shaded rest areas where required.

## 9) Personal Protective Equipment (PPE)

Minimum PPE on operational sites: safety helmet, safety footwear, gloves appropriate to task, coveralls, and eye protection; plus task-specific PPE (e.g., fall-arrest harnesses, lifejackets, respiratory protection, hearing protection, arc-rated PPE).

- PPE is company-provided, fit-for-purpose, CE/ANSI/recognized-standard certified and maintained.
- Users must inspect PPE before use and replace damaged/expired items.

## 10) Emergency Preparedness & Response (EPR)

- **ERP:** Documented emergency response plans for credible scenarios: fire/explosion, medical emergencies, spill/release, vessel collision/grounding, man overboard, confined-space rescue, severe weather, security threats.
- **Resources:** First-aid arrangements, trained first-aiders, emergency kits, AEDs where warranted, spill kits/booms, emergency lighting and communications.
- **Drills:** Scheduled drills for all critical scenarios (office, site and vessel), with records and corrective actions.
- **Interfaces:** Coordination with client/site emergency teams, regulators and community responders.

## 11) Incident, Near-Miss & Non-Conformance Management

- **Reporting:** Immediate reporting of all incidents, near misses and unsafe conditions—no blame for reporting in good faith.
- **Investigation:** Root-cause analysis (e.g., 5-Why/TapRooT), corrective and preventive actions, and sharing of safety alerts/lessons learned.
- **Regulatory & Client Notifications:** As required by law and contract.
- **Performance Tracking:** Trend analysis to identify systemic improvements.

## 12) Training, Competence & Communication

- **Induction:** HSE induction for all employees, contractors and visitors before any work or site access.
- **Competence:** Role-based training matrices, certifications (lifting, rigging, scaffolding, confined space, hot work, first aid, fire watch, vessel operations), refresher intervals, and supervisor verification.
- **Toolbox Talks & Pre-Job Briefs:** Mandatory before tasks; review of JHA/JSA, hazards and controls.
- **Safety Communications:** Safety meetings, alerts, posters, notice boards and digital channels; bilingual materials where needed.

## 13) Consultation & Worker Participation

- Regular HSE committee meetings with worker representatives.
- Mechanisms for suggestions and hazard reports, with feedback and recognition.
- Protection against retaliation for exercising **Stop-Work Authority**.



## 14) Contractor & Supplier Management

- **Prequalification:** HSE capability and past performance review.
- **Bridging Documents:** Alignment of procedures, especially for PTW, emergency response and lifting.
- **Monitoring:** Audits, inspections and performance reviews; non-conformances must be closed before continued work.

## 15) Stop-Work Authority (SWA)

Every AMKIC and contractor worker has the unconditional right and obligation to stop work that appears unsafe or environmentally unsound—without fear of retaliation. Work resumes only when hazards are addressed and controls verified.

## 16) Document & Record Control

- Controlled procedures, risk assessments, PTWs, inspection/maintenance records, training logs, audit reports and incident files are maintained, retained and retrievable per legal and client requirements.
- Only the latest approved versions of documents are used at point-of-work.

## 17) Monitoring, Audit & Management Review

- **Inspections & Audits:** Planned inspections (supervisory and HSE) and formal audits of sites, vessels, equipment and the OHSMS.
- **KPIs & Reporting:** Monthly HSE dashboards to leadership with corrective action tracking.
- **Management Review:** At least annually—assesses policy continuing suitability, resource adequacy, objectives, KPIs and improvement plans.

## 18) Policy Communication & Availability

This policy will be communicated to all personnel, displayed at offices/sites/vessels, included in inductions, and made available to interested parties on request. Where appropriate, summaries will be provided to community stakeholders.

## 19) Review & Effective Date

This policy is reviewed annually or sooner if required by changes in law, operations, organizational structure, or significant incidents.

**Effective Date:** 09 September 2025

**Next Review Due:** 09 September 2026 (or earlier as needed)

## 20) Approval & Sign-off

**For and on behalf of AMKIC Integrated Services Limited**

**Name:** High Chief Kingsley Dikibo

**Title:** Managing Director/Chief Executive Officer

**Signature:**

**Date:** 09/09/2025



