

FAFA Systems

Health, Safety, Environment & Quality Policies

FAFA Systems Nigeria Limited | FAFA Systems Canada Inc.

This document sets out the Health, Safety, Environment and Quality policies that govern every FAFA Systems project. These standards have defined our operations for over 25 years and travel with us to every country, site, and client we serve.

Project Execution Policy

FAFA considers Health, Safety and Environment aspects as the paramount focus in all her projects by ensuring that a high safety standard is demonstrated in the course of executing every project. We shall focus primarily on creating a work place that is incident and injury free. All our operations will be planned towards:

- Preventing injuries; fatalities, lost time injury etc.
- Ensuring the Health, Safety and Environmental Security of our employees, third parties, host community and contractors takes priority in all our projects.
- Take any additional measure deemed fit in the pursuance of safety.
- We will ensure that all our personnel are medically fit. There shall be dedicated and qualified personnel in every site and fabrication yard to provide routine medical service and a vehicle/speed boat for emergency evacuations (when necessary). We shall equally employ a clinic retainer-ship to provide offsite medical services to employees. We will present certificates of medical fitness for all personnel on demand.
- We shall execute all projects safely without compromising lay down project delivery standards.
- We shall ensure strict compliance with the CLIENT drug/alcohol policy at all times and develop awareness of the consequence of any violation. We have taken up an accident/workmen's compensation insurance policy for all employees against any occupational disease or any other impairment to health or injury by accident.
- We shall put in place disciplinary actions when negligence or violations of safety rules are established.
- Our safety plan is based on the philosophy that SAFETY issues can only be effectively managed when the TASKS INVOLVED ARE AIMED TOWARDS A COMMON MISSION.

CASHES Policy Statement

It is the philosophy of FAFA that ALL incidents and injuries are preventable, so FAFA shall integrate safety into her business to pursue all incident prevention programs through her well-structured and effective CASHES systems to:

- Protect and promote the health of her work force and conduct her activities in such a manner as not adversely affect her employees, subcontractors and the work environment.
- Avoid injuries to all workers, subcontractors and local community worker who are either involved in or are employed by FAFA.
- Ensure the security of her entire work force and the security of their properties are adequately taken care of.
- Minimize the impact of her operations to as low as practicable (ALARP) on the environment in which FAFA operates.
- We shall execute all projects safely without compromising lay down project delivery standards.
- Ensure that every employee of FAFA shall perform his/her work in accordance with this policy.
- Re-assure every employee of FAFA of empowerment by the management to STOP ANY WORK immediately (no matter how important), if it is believed that ANY ESSENTIAL FUNCTIONAL SAFETY SYSTEMS is/are not in place.
- Ensure that management and supervisors are accountable for the safety of the employees working under their supervision and the company expectation for them to organize and conduct all operations in safe manner at all times.
- Remind all employees of their duty under the law to take reasonable care for their own safety and the safety of others, who may be affected by their acts or omission and also to co-operate with statutory safety obligations which include adherence to the company CASHES policy and regulations.
- The implementation of this policy is the responsibility of the delegated supervisor under control and coordination of CASHES Manager.

Drug, Alcohol and Weapons Policy

In the interest of maintaining safe, orderly and operations, illicit narcotics and related materials, alcohol, guns and other weapons/fire arms are completely prohibited. Their use or possession by employees while working or residing on any job site including all waterborne operations or property/facility under the control of FAFA may result in immediate dismissal. This rule applies to all operations and locations on a 24-hours basis.

- FAFA will conduct periodic searches and screening of employee's personal effects and lockers to assure that no one is in possession of such illegal or unauthorized items.

- Employees will be required to submit to periodic alcohol and drug test (URINALYSIS OR BLOOD TESTS) or when specific circumstances warrant, workers will be tested according to DOT regulations of alcohol.
- If a suspected worker's urine/blood is positive for alcohol/drug, such a worker will be rehabilitated by counseling and treatment and will be disallowed from performing safety sensitive duties. Where such a worker indulges in same unsafe act again, then the termination penalty will be applied.
- Employees may be subjected to voluntary search prior to transportation to and from work locations and at all times while on site, warehouse, yard jetty, company premises or houseboats. In the event that the company discovers such illegal or unauthorized items in the possession of an employee, such items and/or materials MUST be reported and released to appropriate law enforcement agency followed by a stringent reprisal on such victim with termination of appointment.

Environmental Policy Statement

It is the responsibility of each FAFA personnel to perform his work in an environmentally sound manner. It is the policy of FAFA to promote and encourage awareness of and to protect and preserve the environment. In implementing this policy, all employees and subcontractors are encouraged to pay appropriate regards to the environment by acting to preserve air, water and soil, minimize as low as practicable any nuisance, which may arise from their actions by ensuring that:

- All waste generated during projects shall be collected, handled, treated then disposed in such a manner as not to have any impact on the environment in accordance with Nigerian regulations. Regular environmental assessment shall be conducted by our environmental quality contract consultants.
- Good housekeeping is adhered to.
- No work will be performed unless it is performed safely and without any safety or environmental risk.
- Environmental issues will be ranked equal to production (product to be delivered).
- At the conclusion of every activity, our ultimate goal is to have left work site in a condition as near as possible to the state in which it was found. Clear-up gangs shall remove all debris to prevent injuries to personnel and preserve the order of the habitat.

Statement of Quality

FAFA is a highly technical company that has reaped dividends from the maintenance of first class quality services nation-wide. Only by strict adherence to this tradition of excellence have we been able to retain multi-national oil companies and others listed in FORTUNE 500 as our customers.

FAFA primary objectives is to provide our customers with the highest quality services while promoting the best possible standard of employee welfare, safety and environmental compliance, in support of this objective we will observe the following principles:

- Our work will be performed on a competitive pricing basis in Nigeria and world-wide. While we will attempt to be as competitive as possible in our bids, we will not compromise our standards "to get the job".
- We will attempt to hire and maintain Nigerian workforce throughout the country and local economy by paying top wages for skilled craftsmen. Where skilled local labour is not available, we will continue to provide labour drawn from international pool of skilled workmen, paying travel and per diem necessary to support the job.
- FAFA support industry goal of a drug free workplace and will require all its employees to comply with established standards set forth in our substance abuse policy.
- In view of the nation-wide and world-wide shortage of workers who meet our standard of skill, attitude, safety consciousness and drug awareness, we will strive to provide our employees with the best possible wages and benefits. The nation refinery, petrochemicals and oil industry is large enough to support these goals so that we can maintain quality without having to become a "low bid - no profit" contractor. Only by adhering to the above principles will we be able to become the premier maintenance contractor in the country and the contractor of first choice for the Nigerian Petroleum industry.

Born in Nigeria. Built for the World.