



***BETHEL ENGINEERING SERVICES
LIMITED***

**HEALTH, SAFETY, SECURITY, AND
ENVIRONMENT POLICIES**

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BETHEL ENGINEERING SERVICES LIMITED.

SEAT BELT POLICY

In **BETHEL ENGINEERING SERVICES LIMITED**, we recognize the fact that safety seat belt enhances the chance of survival and reduces the risk of injuries in vehicle accidents.

As such, it is mandatory as a matter of policy for every worker, especially on company's business to always fasten his/her seat belt.

All light and heavy-duty vehicles trucks, tractors, forklifts, etc., must have seat belts fitted in them and must be worn by drivers, mates and operators always.

The **NO SEAT BELT** "NO ENTRY or EXIT" rule shall be enforced at points of entry in company premises or facilities by security officers.

All line management personnel are to ensure compliance with this policy

Serious penalty awaits defaulters of this policy.

BELT UP AND LIVE!!!


JUDE ONYEKWELEONWU
MANAGING DIRECTOR

7th January, 2008



BETHEL ENGINEERING SERVICES LIMITED.

PERSONAL PROTECTIVE EQUIPMENT (PPE) POLICY

It is the policy of **BETHEL ENGINEERING SERVICES LIMITED** to provide relevant and high quality Personnel Protective Equipment: Coveralls, safety-shoes or rain-boots, Hardhats, hand-gloves etc, for all persons engaged in her operations.

Continually, the management shall enforce the effective use and maintenance of available personnel protective equipment, which entail regular condition audits and replacement of defective ones.

Site safety officers and supervisors shall continue to monitor compliance with this policy.

JUDE ONYEKWELEONWU
MANAGING DIRECTOR

7th January, 2008



BETHEL ENGINEERING SERVICES LIMITED

DRUG AND ALCOHOL POLICY

It is an offence for any employee of Bethel Engineering services limited to be under the influence of alcohol or in possession of or under the influence of any non-prescribed drug such as cocaine, amphetamine, marijuana, hashish or other illegal or controlled substance while working or residing on any worksite, including water borne operations or using any property under the control of Bethel Engineering services Limited.

This policy applies to all operations and all locations on a 24 hour basis unscheduled searches and screening shall be conducted to ensure compliance. Defaulters shall be treated as stipulated in the company's employee's condition of service.



JUDE ONYEKWELEONWU
MANAGING DIRECTOR

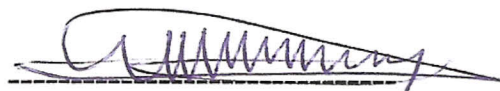
7th January, 2008



BETHEL ENGINEERING SERVICES LIMITED

WASTE DISPOSAL POLICY

Wastes constitute environmental nuisance if not properly collected, handled and disposed. Bethel Engineering services limited shall ensure that wastes are collected, handled and disposed in an environmentally safe manner all waste including hazardous wastes shall be collected, categorized, and weighed on site, then stored in water tight, sealable containers, and transported to a designated dump site for disposal Bethel Engineering services limited personnel shall ensure that proper precautions are taken to avoid discharge of pollutants into environment dumping of waste into creeks, rivers and other water course is strictly prohibited.



JUDE ONYEKWELEONWU
MANAGING DIRECTOR

7th January, 2008



BETHEL ENGINEERING SERVICES LIMITED

ENVIRONMENTAL PROTECTION POLICY

It is the responsibility of each Bethel Engineering Services Limited personnel to perform his/her works in an environmentally acceptable manner. It is the policy of Bethel Engineering Services Limited to promote and encourage awareness for the protection and preservation of the environment. All staff and subcontractors of Bethel shall give appropriate attention to the environment where they work.

Our personnel shall make sure that all wastes generated when executing any project shall be collected, handled and disposed in such a manner as not to negatively impact the environment at the end of any activity our ultimate goal is to leave the worksite in a condition as near as possible at the state in which it was found. Bethel Engineering Services Limited shall make sure that a clean-up team is mobilized to clean up the environment.

Bethel Engineering Services Ltd. shall abide by all the regulations/legislations on environmental issues by the government of the federal republic of Nigeria and its appropriate agencies as well as that of our clients

JUDE ONYEKWELEONWU
MANAGING DIRECTOR

7th January, 2008



BETHEL ENGINEERING SERVICES LIMITED

CORPORATE HEALTH, SAFETY, ENVIRONMENT, SECURITY & COMMUNITY RELATIONS POLICY

BETHEL ENGINEERING SERVICES LIMITED activities shall be organized, planned and executed in such a manner as to;

- ▶ **Protect and promote the health and safety of its workforce and shall conduct its activities in such a manner that it shall not by any way adversely affect any third parties.**
- ▶ **Avoid injury to company personnel, sub-contractors and third parties who are either involved in or are affected by Bethel Engineering Services limited activities.**
- ▶ **Ensure the security of personnel, the sub-contractors and third parties.**
- ▶ **Minimise impact on the environment, where Bethel engineering Services Limited operates.**
- ▶ **Promote community relations with the host communities**

BY THIS POLICY, EVERY EMPLOYEE OF BETHEL ENGINEERING SERVICES LIMITED SHALL PERFORM HIS/HER DUTIES IN ACCORDANCE WITH THIS POLICY. WORK MUST BE SUSPENDED WHEN IT IS BELIEVED THAT ESSENTIAL SAFETY PROCEDURES ARE NOT IN PLACE

JUDE ONYEKWELEONWU
(MANAGING DIRECTOR)

7th January, 2008



BETHEL ENGINEERING SERVICES LIMITED

OCCUPATIONAL HEALTH POLICY

All staff of **BETHEL ENGINEERING SERVICES LIMITED** shall be medically fit and shall remain so, during their employment.

We shall maintain an insurance against any liability that may result in case of any personnel suffering occupational disease or any impairment to health resulting from our operation.

The company's retainer clinic shall handle all routine medical and medical emergencies.

Only certified and competent First-Aider and nurse can man the first aid box and administer first aid in any operational areas. Records of medications administered or injuries **MUST** be kept at site and base office.

Compliance with this policy is mandatory.


JUDE ONYEKWELEONWU
MANAGING DIRECTOR

7th January, 2008



BETHEL ENGINEERING SERVICES LIMITED

DRIVING POLICY

In order to ensure the safety of life and property while pursuing our business objectives we have a driving policy in place for staff/drivers and contractors;

1. Every journey must be carried out in full compliance with our journey management procedure except during emergencies All journeys must be planned such that they start and end during the hours of 6.00 a.m. and 6.00 p.m. (ie. day time only)
2. Supervisors are responsible for journey management just as they are held accountable for the job. The same line of supervision for job will therefore be followed for reported breaches of journey management procedure
3. While mobilising equipment to site involving the use of more than one vehicle, the journey must be planned such that all equipment and vehicles move at the same time.
4. In line with our HSSE policy, any staff has the mandate to suspend any journey deemed unsafe and immediately report same to the immediate superior. Until the unsafe condition is corrected, such journeys must not be embarked upon.
- 5 The journey manager must ensure that only drivers in possession of valid Nigerian driving license and DDC are assigned to the company's operations. Similarly, only equipment/vehicles approved by our clients for operations will be used. Any breach of this policy will attract strict disciplinary measure.

The idea of placing job above life is not acceptable to Management. Time must be taken to ensure that journeys are safely made and work is completed without accidents

All drivers must be well acquainted with this policy.

JUDE ONYEKWELEONWU
MANAGING DIRECTOR

7th January, 2008



BETHEL ENGINEERING SERVICES LIMITED

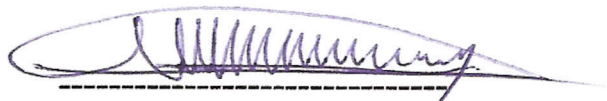
SECURITY POLICY

It is the policy of Bethel Engineering services Limited to manage security affairs as an integral part of the overall CASHES program and company's business. This is aimed at reducing the number of security related incidents involving staff, clients and third parties in the course of our operations.

To ensure the implementation of this policy, the company shall engage a trained cashes coordinator whose responsibilities will include the organization, co-ordination and implementation of the company security ideals and programs all incidents shall be reported to the appropriate security outfit. At site locations, local security shall be used to protect company's equipment and facilities.

The preference to engage security operatives from the locality or host community is aimed at fostering cordial relationship with the host community security tips shall form part of HSSE briefings and toolbox meetings at site and incidents must be reviewed at site and/or management meetings. Security training/drills shall be conducted for increased security awareness.

The security operatives report to the HSSE Manager who shall be the focal point and shall act in concert with the security objectives of the company.



JUDE ONYEKWELEONWU
MANAGING DIRECTOR

7th January, 2008