

ESHS POLICY

Pheman Peniel Consultants Ltd. Environment, Social, Health & Safety Policy Statement

As an engineering and infrastructure consulting firm, Pheman Peniel Consultants Ltd (PPC) leadership, management and all staff are always committed to maintaining a healthy and safe working environment at all of its offices and project locations. PPC safety and health program is based on the Occupational, Safety and Health Association (OSHA) procedures and requirements, while enforcing the most strict local governing safety and health Codes and requirements as the principles guiding our commitment to safety. PPC is committed to achieve Environment, Social, Health and Safety excellence. Our activities and those of our contractors take into account the well-being of employees and all those that are affected by our operations. We undertake to assist our employees and contractors to comply with their legal obligations and operate in a culture of safety first.

Our principal environment, social, health and safety commitments are:

- Environment, Social, Health and Safety are our highest priority at PPC.
- PPC is committed to protect and preserve the environment for the new generations.
- PPC is committed to designing sustainable, healthy and safe environment.
- PPC executive management will lead the continuous safety improvement process.
- Safety is everyone's responsibility in PPC.
- Safety performance is key indicator of our organizational excellence and always incorporated into our business processes.
- PPC will communicate safety performance openly with its staff.
- PPC staff are given the knowledge, skills and training necessarily to safely perform their jobs.
- PPC staff are instructed to act proactively with regard to environment, social health and safety matters. The combined efforts of PPC leadership and management aim to develop conscientious and well-trained staff.
- Taking responsibility for the care of our employees, contractors and all others by reducing the risk of harm to a minimum during work activities
- To comply with and help formulate all Environment, Social, Health and Safety legislation, codes of practice, regulatory controls and client requirements
- To communicate our policies to our staff and stakeholders so that everyone knows and understands their responsibilities, are well trained and competent and are held accountable
- Consult with employees on changes to our Environment, Social, Health and Safety management system and its supporting processes
- To investigate and learn from all accidents and near misses, sharing best practice and efficiency improvements between divisions
- To monitor performance and report progress, aiming for continual improvement and preventing injury and ill health
- To verify conformity to the requirements of ISO 9001
- To drive a culture of ownership, participation and excellence
- To encourage our offices and sites to commit to similar policies

PPC will take all necessary actions to meet or exceed the applicable occupational health and safety requirements, and will continuously monitor and improve operations, procedures and technologies to promote and maintain a safe and healthy working environment.

This policy is implemented at each PPC's office/site through our management systems. Changes to this policy shall be driven by audit results, changing circumstances and the commitment to continual improvement. Staff awareness of this policy is ensured by providing appropriate training and communications.



Dr. Emmanuel A. Adeyemo

CEO/Managing Principal

2nd January, 2020