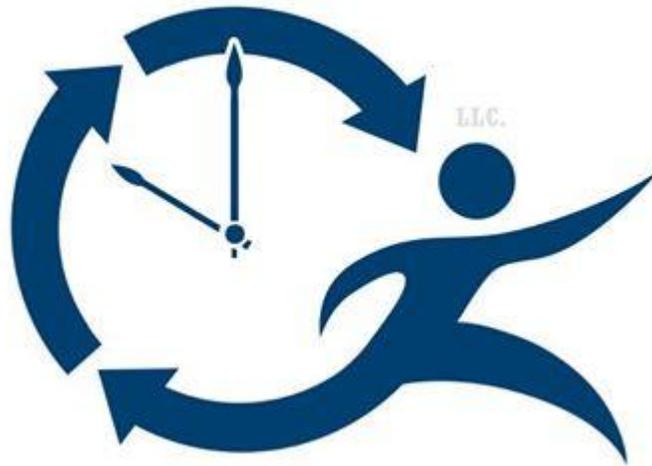


**REALMEN INITIATIVE GLOBAL RESOURCES  
LIMITED**



**HEALTH, SAFETY &  
ENVIRONMENT POLICY**

## **Introduction**

The importance of sound working environment, good health and safety of workers in any organization cannot be over emphasized. That's why in RealMen Initiative, HSE is key. It is a matter of 'NO SAFETY NO WORK'. This Policy therefore is an official document on the Health, safety and Environment of RMI. It serves as important HSE guide for all personnel; staff and contractors alike carrying out work or activity in any RMI work site. This policy summarizes the RMI approach to HSE into five basic areas that form our guiding principles which must be understood and strictly adhered to by all.

- Initial job assessment and evaluation
- Robust job hazard analysis
- Careful job Planning
- Execution and management
- Final evaluation and quality assurance

## **Job Evaluation**

RealMen Initiative works with group of professionals in various areas of our endeavor. Once a job is given, our first line of action is to assess and evaluate the task into smaller units. This gives clearer understanding of how the job could be tackled and exposes all the risks associated with it.

## **Robust Job hazard analysis**

Our safety personnel carry out on the site assessment of the job to spot and evaluate all the hazards associated with the job. A robust JHA enables us identify the number and degree of hazards involved, assure that they are eliminated or minimized, and appropriate barriers to put in place before execution of the job to eliminate accidents or incidents, and protect the environment. It is forbidden in RMI to get any work started without proper JHA.

## **Job Planning**

In RMI, jobs are planned given due considerations of our JHA to assure safe delivery. Our planners give considerations to quality of personnel and

equipment needed for any task, job process and procedures, location of sites, logistics, security of personnel, and time frame for the job to assure timely and safe delivery of jobs to the clients.

### **Job execution and Management**

RealMen Initiative ensures that jobs are executed and managed in a safe manner. We do this by using the right and experienced personnel for each task, mobilize appropriate equipment for the job, and adhere to procedures. Our site supervisor ensures that appropriate permits are obtained when necessary before starting any job. Tool box meeting is mandatory before commencement of any job in RMI work sites. It is the duty of our contractors to ensure that tools and personal protective equipment such as coveralls, safety shoes, hand gloves, safety goggles, respirators, helmet, etc are used during job execution. Collective protective equipments such as scaffolds, safety nets, protective grilles, safety ladder, equipment casings, thermal laggings, barriers, etc are made available when necessary.

In the event the scope of any job is changed during the period of execution, the contractor is bound to employ the “management of change” by re-assessing the tasks involved to ensure that the JHA is updated to capture all risks involved and appropriate measures put in place before progressing on the job. The Contractor and RMI site supervisor assures that all personnel and equipment are in good condition before starting a job.

### **Final evaluation and Quality assurance**

RMI at the end of every job re-assesses the quality of work done to assure compliance with the demand of the client. If deviation is observed, appropriate measure is taken to address that accordingly.

It is the culture of RMI to keep our work environment in a safe condition during and after every work.

### **RMI Safety Rules**

The safety rules that form our culture are summarized in our HSE guide document.

- The HSE GUIDE are FIVE basic rules for safety at the site or workplace to be respected by everyone, everywhere to safeguard human life
- They must be fully understood and obeyed by all members.
- These rules are intended for the people who organize work, the people who carry it out and the people who inspect it.
- They are based on systematic processes for identifying, assessing and managing risks

RMI will implement this policy in combination with the Health, Safety and Environment laws, regulations, standards, and codes of practice of our clients and all applicable governmental agencies

A square image containing a handwritten signature in blue ink. The signature is cursive and appears to read 'Light Ugoh'.

Light Ugoh  
Managing Director/CEO

30<sup>th</sup> October, 2017