HEALTH, SAFETY AND ENVIRONMENTAL (HSE) POLICY

N. E. Williams Nigeria Limited has identified Health, Safety, Security and Environment (HSSE) as an integral part of our core business values and processes. We are committed to the continual improvement of the health and safety of our personnel and contractors, the protection of the environment, and the integrity of our assets. We shall achieve this by:

- Ensuring we have a healthy workforce, certified medically fit to perform their duties, working in a safe and secure environment.
- Providing adequate and appropriate Personal Protective Equipment (PPE) to all personnel whose work requires it.
- Ensuring all personnel have completed the training required for the jobs they undertake.
- Evaluating the training needs of all personnel regularly, and providing all identified training to those who need it.
- Performing risk assessments for all critical operations, and putting the identified control measures in place before work starts.
- Holding periodic HSE meetings to address HSE issues and concerns affecting our operations.
- Segregating waste at source by providing adequate, colour-coded bins for every identified waste stream arising from our operations.
- Assigning HSE responsibilities to all personnel as part of their job descriptions, and evaluating their HSE performance annually.
- Rewarding good HSE performance through awards, incentives and recognition for personnel and contractors.
- Implementing scheduled maintenance of assets and equipment.
- Conducting annual internal HSE audits and management reviews to evaluate our HSE performance.
- Complying with all laws, regulations and standards relating to our business, including the Factories Act, the Employee's Compensation Act 2010, NUPRC and NMDPRA regulations, EGASPIN and client requirements.

Signed: _____ **Date:** 19th January 2025

Nwigwe Emeka Williams
Managing Director/CEO