

STATEMENT OF GENERAL POLICY

EquipProtek Energy is committed to fostering a culture of safety, health, and environmental stewardship across all its operations. This SHE policy outlines the framework for ensuring the safety and health of our employees, clients, contractors, and communities, as well as minimizing the environmental impact of our activities.

OBJECTIVES

1. **Safety First:** Prevent workplace injuries and incidents through rigorous safety practices.
2. **Health Protection:** Safeguard the physical and mental well-being of all personnel.
3. **Environmental Responsibility:** Minimize environmental impacts and comply with relevant regulations.
4. **Continuous Improvement:** Regularly assess and improve SHE performance.

MANAGEMENT RESPONSIBILITIES

Chief Executive

The Chief Executive has overall responsibility for the implementation of the Company's policy. In particular he is responsible for ensuring that the policy is widely communicated and that its effectiveness is monitored.

Directors and Senior Managers

These managers are wholly accountable to the Chief Executive for the implementation and monitoring of the policy within the area of their specified responsibility.

Safety Officer

The Safety Officer is a nominated manager responsible for co-ordinating effective health and safety policies and controls across the organisation.

The Safety Officer is responsible for:

- the production and maintenance of the Company's policy and ensuring that Department Guidelines are consistent with policy.
- its application;
- monitoring and reporting on the effectiveness of the policy;
- the provision of general advice about the implication of the law;
- the identification of health and safety training needs. The safety officer also acts on behalf of the Chief Executive, as the Company's formal link with the Health and Safety Executive, Environment Health Departments and other external agencies;
- the production and maintenance of any health and safety documents or codes of practice as necessary for any relevant area of the Company services where this is required.

scope

This policy applies to all EquipProtek Energy operations, employees, contractors, and visitors, including:

- Offices, warehouses, and work sites.
- Offshore and onshore activities.
- Procurement, material handling, and logistics operations.

SHE Commitments

Safety Health and Environment Policy

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Safety

- Identify, assess, and control workplace hazards through risk management procedures.
- Implement Safe Work Procedures (SWPs) and provide necessary Personal Protective Equipment (PPE).
- Foster a safety culture where employees and contractors are encouraged to report hazards, incidents, and near-misses without fear of reprisal.
- Conduct regular safety drills, including fire, spill, and emergency response exercises.
- Ensure all employees receive appropriate safety training, including confined space entry, working at heights, and equipment handling.

Health

- Conduct regular health screenings and wellness programs to promote physical and mental well-being.
- Provide access to first aid, emergency medical care, and mental health support.
- Monitor and manage workplace stressors, including ergonomic risks and workload balance.
- Develop and enforce policies to prevent occupational illnesses such as respiratory conditions and hearing loss.

Environment

- Implement waste management plans to segregate, recycle, and dispose of waste responsibly.
- Use eco-friendly materials and technologies to reduce emissions and resource consumption.
- Prevent environmental contamination through spill prevention and proper hazardous material handling.
- Monitor environmental performance using metrics such as energy usage, water consumption, and carbon footprint.
- Conduct Environmental Impact Assessments (EIAs) before initiating new projects.

SHE Management System

Leadership and Accountability

- Senior management is accountable for SHE performance and provides necessary resources to meet SHE objectives.
- Line managers and supervisors are responsible for enforcing SHE policies in their respective areas.
- Employees and contractors are empowered and required to comply with SHE standards.

Risk Management

- Conduct Job Hazard Analyses (JHAs) and implement appropriate controls.
- Maintain an updated risk register and perform periodic risk assessments.
- Apply the hierarchy of controls (elimination, substitution, engineering, administrative, and PPE) to mitigate risks.

Compliance and Standards

- Comply with Angola's regulatory frameworks, including ANPG and international SHE standards such as ISO 45001 and ISO 14001.
- Regularly audit SHE performance and ensure corrective actions are implemented promptly.
- Maintain certifications and approvals relevant to SHE practices.

Incident Management

- Establish a clear process for reporting, investigating, and learning from incidents and near-misses.
- Develop root cause analyses (RCA) for incidents to prevent recurrence.
- Share lessons learned across teams to enhance overall SHE awareness.

Training and Competence

- Provide mandatory SHE training for all employees, contractors, and new hires.

- Conduct specialized training for high-risk activities, including hazardous material handling and offshore operations.
 - Verify competency through regular assessments and refresher training.
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Emergency Preparedness

- Develop and implement emergency response plans for various scenarios, including spills, fires, and medical emergencies.
 - Ensure the availability and readiness of emergency equipment such as fire extinguishers, spill kits, and first aid supplies.
 - Coordinate with local authorities, emergency services, and stakeholders during emergencies.
 - Conduct regular drills and review emergency response effectiveness.
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Performance Monitoring and Reporting

- Establish SHE performance indicators such as Lost Time Injury Frequency Rate (LTIFR), Total Recordable Incident Rate (TRIR), and environmental metrics.
 - Track and report SHE performance to management and stakeholders.
 - Review SHE policy and performance annually to ensure alignment with organizational and regulatory requirements.
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Responsibilities

Management:

- Provide leadership, allocate resources, and foster a culture of safety and accountability.
- Ensure all operations comply with SHE policies and standards.

Supervisors and Team Leaders:

- Enforce SHE policies and ensure employees are trained and equipped to work safely.
- Monitor SHE performance in their areas of responsibility.

Employees and Contractors:

- Comply with all SHE policies, procedures, and training requirements.
- Report hazards, unsafe practices, and incidents promptly.

SHE Committee:

- Conduct regular SHE audits and recommend improvements.
 - Review and update emergency response plans and SHE policies.
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Continuous Improvement

1. EquipProtek Energy is committed to continuous improvement in SHE performance through:
 - Regular SHE audits and performance reviews.
 - Stakeholder feedback and lessons learned.
 - Investment in new technologies and practices that enhance safety, health, and environmental outcomes.
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Communication and Review

- EquipProtek Energy will communicate this policy to all employees, contractors, and stakeholders.
- This policy will be reviewed annually or as necessary to ensure ongoing relevance and compliance.

This SHE policy represents EquipProtek Energy's unwavering commitment to protecting people, the environment, and assets.
By adhering to this policy, we ensure sustainable operations and a safe, healthy workplace for all.

Approved by:

Position: General Manager

Date: January 23rd, 2025