



POLICY DOCUMENT: HSE-MS (HEALTH, SAFETY & ENVIRONMENTAL MANAGEMENT SYSTEM) POLICY

Odun Environmental Limited (ODUN)

Document Title: HSE Management System (HSE-MS) Framework Policy

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Policy Owner: Head of Health, Safety and Environment

Approval Authority: Managing Director

Applicability: All projects, operations, and business functions

POLICY STATEMENT

Odun Environmental Limited operates a structured, risk-based Health, Safety & Environmental Management System (HSE-MS) aligned with ISO 45001:2018 and ISO 14001:2015. Our HSE-MS provides a systematic approach to identifying, assessing, controlling, and continuously improving HSE performance across all operations.

SYSTEM PRINCIPLES

- 1. Plan-Do-Check-Act (PDCA) Cycle:** All HSE activities follow a continuous improvement framework integrated into project lifecycles and daily operations.
- 2. Risk-Based Decision Making:** HAZID, HAZOP, JSA, QRA, and environmental risk assessments are conducted prior to all field work, laboratory operations, and project execution.
- 3. Documented Processes:** Standard Operating Procedures (SOPs), Permit-to-Work systems, emergency plans, and inspection checklists are maintained, version-controlled, and accessible to all authorized personnel.
- 4. Leadership & Worker Participation:** Management sets HSE objectives, allocates resources, and ensures worker consultation, feedback, and participation in safety committees.
- 5. Performance Monitoring & Measurement:** Leading and lagging indicators (TRIR, LTI, near-misses, audit findings, compliance metrics) are tracked, analyzed, and reported.
- 6. Management Review:** Senior leadership conducts biannual HSE-MS reviews to evaluate effectiveness, resource adequacy, regulatory changes, and improvement opportunities.
- 7. Integration with Business Processes:** HSE requirements are embedded into procurement, project planning, contractor onboarding, ESG advisory, and quality management.

SCOPE OF APPLICATION

This policy applies to:

- All Odun-owned and leased facilities (offices, laboratories, workshops, storage)
- All field operations (tank cleaning, waste collection, solar/BESS installation, site assessments)
- All contractors, subcontractors, and joint venture partners
- All client sites where Odun personnel are deployed

Approved By:

Ayo Abiodun,

Managing Director

Odun Environmental Limited

Date: 5th May 2026