



POLICY DOCUMENT: CORPORATE HSE POLICY

Odun Environmental Limited (ODUN)

Document Title: Health, Safety & Environment (HSE) Policy

Policy Owner: Head of Health, Safety and Environment

Approval Authority: Managing Director / CISO

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Applicability: All Odun Environmental Limited operations, personnel, contractors, and project sites

POLICY STATEMENT

Odun Environmental Limited is committed to protecting the health, safety, and well-being of our employees, contractors, clients, and host communities, while minimizing our environmental footprint. We recognize that safe and sustainable operations are fundamental to our license to operate, our reputation, and our long-term success.

CORE COMMITMENTS

1. **Zero Harm:** We will prevent work-related injuries, ill health, and environmental incidents through proactive hazard identification, risk assessment, and control implementation.
2. **Compliance:** We will comply with all applicable HSE laws, regulations, and contractual requirements, including FMEV, SMEnv, NESREA, NUPRC, NMDPRA, NOSDRA, ISO 45001, and ISO 14001 standards.
3. **Leadership & Accountability:** Senior management provides visible leadership, resources, and accountability for HSE performance. Every employee and contractor is responsible for their own safety and that of others.
4. **Competence & Training:** All personnel will receive role-specific HSE training, certification, and competency verification before engaging in field or operational activities.
5. **Emergency Preparedness:** We maintain tested, site-specific emergency response plans, rapid mobilization capabilities, and coordination with regulatory agencies.
6. **Continuous Improvement:** We monitor HSE performance through audits, incident reporting, near-miss tracking, and management review to drive systematic improvement.
7. **Stop-Work Authority:** Every individual has the right and obligation to stop any activity they believe poses an imminent risk to health, safety, or the environment.

IMPLEMENTATION & GOVERNANCE

This policy is communicated to all personnel, contractors, and stakeholders. Performance is tracked via KPIs, reviewed quarterly by management, and reported annually to leadership. Non-compliance may result in disciplinary action, contract termination, or regulatory reporting.

Approved By:

Ayo Abiodun,

Managing Director

Odun Environmental Limited

Date: 5th May 2026