

NIGERIA CONTENT POLICY FOR HEALTH SAFETY AND ENVIRONMENTAL

It is the policy of **NIXAMS INTERNATIONAL LIMITED** to conduct its operations in such a way that the health and safety of its employees and others will be safeguarded, and proper regard is paid to the protection of environment.

All managers and line supervisors must understand their specific responsibilities for health, safety and environmental issues within the organization by ensuring that there are adequate health and safety facilities available and that the relevant safety requirements and codes of practice are known and adhere to all times by their employees. In their absence, they will ensure that these responsibilities are correctly delegated.

It is equally the duty of all employees to exercise personal responsibility and do everything possible to protect work site environments and prevent injuries to themselves or follow employees and all visiting third parties by observing this company's safety rules and regulations. It is also an employee's duty to wear appropriate safety devices when required.

The **DIRECTOR** will give full backing to this policy and will encourage and support all those who endeavor to carry it out.



DIRECTOR
NIXAMS INTERNATIONAL LIMITED
January 2025

Head Quarters

No 05 National Supply Road
Trans Amadi, Port Harcourt, Rivers State
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NIXAMS INTERNATIONAL LIMITED

www.nixams.com



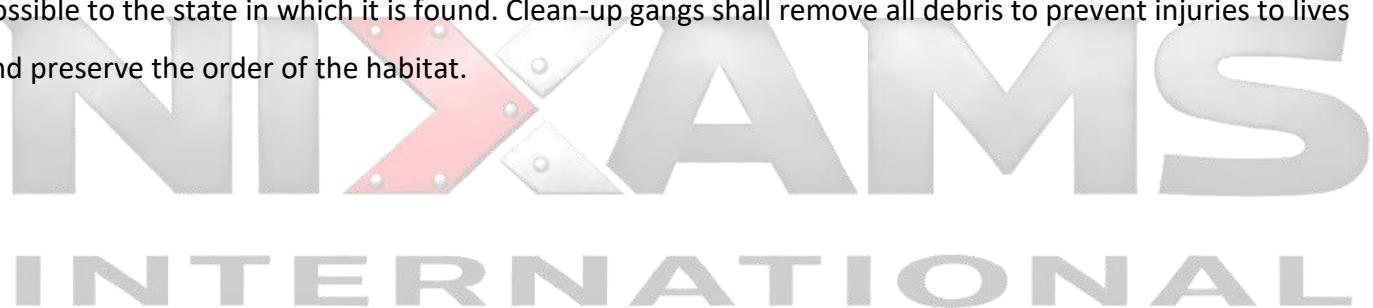
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NIGERIA CONTENT POLICY FOR ENVIRONMENT

It is the responsibility of **NIXAMS INTERNATIONAL LIMITED** to perform his work in an environmentally sound manner. It is the policy of **NIXAMS INTERNATIONAL LIMITED** to promote and encourage awareness of and to protect and preserve the environment. In implementing this policy, staff is encouraged to pay appropriate regards to the environment by acting to preserve air, water, soil, plant and animal eyes from adverse effects of their actions or those of the subcontractors to minimize any nuisance, which may arise from such actions.

All waste generated when executing any project shall be collected handled treated and disposed in such a way as not to have impact on the environment. Regular environmental assessment shall be conducted by our environmental quality control consultants.

At the conclusion of any activity, our ultimate goal is to have left the work site in a condition as near as possible to the state in which it is found. Clean-up gangs shall remove all debris to prevent injuries to lives and preserve the order of the habitat.

The logo for NIXAMS INTERNATIONAL. The word "NIXAMS" is in a large, bold, grey sans-serif font. The "X" in "NIXAMS" is replaced by a stylized red and grey arrow pointing to the right, with small white circles on it. Below "NIXAMS" is the word "INTERNATIONAL" in a smaller, grey sans-serif font.

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NIGERIA CONTENT POLICY FOR OCCUPATIONAL HEALTH

All staff of **NIXAMS INTERNATIONAL LIMITED** shall be medically fit and remain fit throughout their employment. **NIXAMS INTERNATIONAL LIMITED** shall maintain insurance against any liability that may result in the event of any personnel suffering occupational disease or impairment to health.

Company's retained clinic shall handle all routine Medicare's and emergencies. Health monitoring of all staff shall be a routine affair to ensure that continued fitness of all staff and Contract Staff. First aid box manned by a first aider will be provided for each crew and base. Records of medicament or injuries treated must be documented.

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NIGERIA CONTENT POLICY FOR COMMUNITY DEVELOPMENT

To improve the quality of life in host communities, **NIXAMS INTERNATIONAL LIMITED** shall establish a community development programmer, which applies world standard of practice to serve it host communities work in partnership with host communities and where appropriate with Government, donor's non-governmental organization, community-based group and other stakeholders. Encourage the full participation of host communities in project planning, implementation and monitoring. Maintain communities with all social segments of host communities in order to address their needs, focus community Development Assistance on activities having high impact and broad benefits for the host population.

Pay social attention to the most economically disadvantage and social group Co-operate and develop interface with the client and third parties to avoid unnecessary delays, shut down and of course unwarranted loss man hours.

Prior to mobilization to any locality, pay a visit to the community chiefs and leaders.

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