



HEALTH, SAFETY, SECURITY and ENVIRONMENT POLICY

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Definitions

BRIQUE: Brique Engineering Solutions

HSSE: Health, Safety, Security and Environment

KPI: Key Performance Indicator

PHA: Process Hazard Analysis

Policy Statement

We will deliver our operations and services in ways to:

- Protect the health of all people
- Prevent incidents and injuries so that everyone can return home unharmed
- Focus on the control of hazards with extra emphasis on major risks
- Minimize adverse environmental impact and use resources efficiently
- Assure the integrity of our assets and those of our customers

We will achieve this by ensuring:

- Leaders at all levels place health, safety and environment at the top of their agenda
- Leaders implement, maintain and contribute to the improvement of the company HSSE Management System
- Leaders shall promote the proper use of Personal Protective Equipment at all times
- Risks are routinely identified, mitigated and controlled
- Clear annual objectives are established and we measure our performance against them
- We understand and comply with industry requirements
- We train our people to improve their knowledge and skills
- Incidents are monitored and investigated, with action taken to prevent recurrence
- Those who work with us meet our standards
- Leaders perform regular review of the program, historical data, and other information to develop improvements to the HSSE Management System and the workplace environment
- Employees are involved in our HSSE program and our communications on health, safety, security and environment are transparent and inclusive
- Full compliance with our Company's health & safety plans including relevant procedures
- Leaders must have full understanding of, and comply with, the legal requirements in all jurisdiction's that we operate in
- No employee shall put him/herself at risk during his/her assignment
- Leaders shall promote "No At Risk Behaviour" policy at all times

This Policy applies to all Employees, Contractors, and Consultants.

Requirements

1 Leadership and Commitment

Executive Management and front line supervisors must support the requirements and implementation of this Policy.

1.1 Executive Management Responsibilities

In-line with this Policy and BRIQUE's expectations, Executive Management will do the following:

- promote a culture in which Employees, Contractors, and Consultants share a full commitment to HSSE
- appropriately assign responsibility and accountability to manage HSSE risks
- hold individuals accountable for HSSE behaviour and performance
- set criteria for measuring HSSE performance (KPIs), benchmarking against suitable peers, and communicating the results in a timely manner. Actual HSSE performance will be measured against established KPIs
- actively support HSSE and provide knowledge and leadership in HSSE activities

1.2 Manage HSSE Risks

Risks associated with technical and operational integrity of facilities and equipment will be managed in accordance with the HSSE Management System.

2 Policy and Strategy Objectives

2.1 HSSE Management System Content

Any Employees, Contractors, or Consultants who, upon their termination, have possession of any Confidential Information will deliver the same to their in-line Manager, on or before the final day of their employment. For a period of two years after the cessation of an Employee's relationship with the Company, the Employee will not make use of business opportunities arising from his/her relationship with the Company's vendors, suppliers, Contractors, Consultants, principals, and/or other business partners, or cause or attempt to cause the diversion of such business opportunities from the Company or to cause or attempt to cause the termination of contracts or other business relationships of the Company without first obtaining the prior consent of the Company. The HSSE Management System will be designed and implemented to meet the requirements of this Policy.

2.2 HSSE Policy Dissemination

This Policy will be made readily available and communicated to all Employees, Contractors, and Consultants. Changes to this Policy and the HSSE Management System will be communicated and documented in compliance with the Communications Policy and BRIQUE's expectations.

2.3 HSSE Strategic Objectives

HSSE strategic objectives will be aligned with this Policy to respond to business needs, issues, trends, best practices, legal requirements, and key Stakeholder expectations.

2.4 HSSE Business Plan

The annual HSSE Business Plan will be aligned with the Company's Long Term Strategy to identify individuals accountable for specific actions and milestones. The plan and targets will be communicated in accordance with the Communications Policy.

2.5 HSSE Program and Activities

Detailed programs and activities will be developed to support the annual HSSE Business Plan along with key Performance Indicators (KPIs) and targets. KPIs will be monitored, tracked, analysed, and reported to support an effective and timely implementation of the programs. All HSSE programs and activities will be communicated and promoted to enhance the HSSE culture.

3 Organization, Responsibilities, Resources, Standards and Documents

3.1 Roles and Responsibilities (Organizational Structure and Responsibilities):

- Provide input on other roles and responsibilities based on required duties;
- Provide HSSE roles and responsibilities based on approved job descriptions and HSSE business needs;
- Provide clear accountabilities and responsibilities in support of the HSSE Management System and strategic planning objectives; and
- Provide awareness regarding shared roles and responsibilities on a regular basis.

3.2 HSSE Advisors

HSSE advisors will be appointed by Executive Management and will be available to provide professional technical advice and support to the organisation in meeting regulatory, policy, and HSSE requirements.

3.2 Resources

BRIQUE will have sufficient resource levels to meet the requirements of all HSSE critical roles and be regularly reviewed.

3.3 Employee HSSE Competence

Employees' HSSE competency will be periodically reviewed and assessed. Appropriate training will be provided to help Employees continuously improve in the execution of HSSE activities.

3.4 Contractor HSSE Management

Each Contractor's HSSE system and procedures must meet or exceed the Company's requirements. The Company will undertake HSSE Assurance activities to verify the Contractor's compliance with HSSE Regulatory requirements and contractual obligations and alignment with the Company's HSSE Business Plans. Work performed by Contractors and sub-Contractors must be consistent with this and must be conducted in a manner that ensures safety at the worksite and protection of the environment, neighbouring communities, and the Company's assets.

3.5 Communication

The Company will communicate timely, consistent, and accurate information to enhance understanding of corporate HSSE expectations, business performance, activities, and HSSE culture.

3.6 Legal, Standards and Other Requirements

Monitoring and tracking regulatory and reporting requirements will be managed. Dissemination of the information and related changes to Employees, Contractors, and Consultants (as applicable) will be made in a timely manner.

3.7 Documentation and Control

Records and information will be managed in accordance with the local regulations, which governs the classification, retention, and destruction of the Company's records and information.

4 Hazards and Effects Management

Operational risks will be managed accordingly, including:

- Identification of HSSE hazards and effects;
- Process Hazard Analysis (PHA) and Risk Assessments;
- Control Measures;
- Recovery Measures; and
- HSSE requirements for PHA Tools

5 Planning and Procedures

HSSE risks and improvement opportunities will be included in business planning and forecasting activities. Planning and forecasting activities will be consistent with BRIQUE's Risk assessment methods and this Policy, which encompass all significant risks, regulatory requirements, and relevant interests of native people and key Stakeholders.

5.1 Security

The Company will implement an effective Security Management System which will identify, evaluate and manage security risks to our people, property, information and operations.

5.2 Asset Integrity and Reliability

Field Assets will be maintained, inspected, and operated in accordance with applicable law, with the intent to promote safety and limit environmental impacts.

5.3 Procedures and Administrative Controls

The Company will use operational programs, plans, procedures, work instructions and other administrative controls as appropriate, to direct its business operations. HSSE procedures and administrative controls will be created based on operational process needs, HSSE best practices, and risk assessments.

5.4 Management of Change

In the event of a significant change in functionality and/or business processes, due diligence will be applied to identify any change in risk level associated with the proposed change and manage it appropriately.

5.5 Emergency Preparedness and Response

BRIQUE will prevent and respond to emergencies and meet Regulatory Requirements and expectations for emergency preparedness, including Business Continuity Plans and Crisis Communication Plans.

6 Implementation and Monitoring

The Company will review how activities are performed and monitored and how corrective and preventive actions are taken to meet its HSSE goals, objectives, and targets and to foster continuous improvement.

6.1 Records

Records will be maintained in accordance with local regulations.

6.2 Non-Compliance and Corrective and Preventive Action

Non-compliance, corrective, and preventive actions, improvement opportunities, including deficiencies identified during inspections, incident investigations, and audits will be managed.

6.3 Incident Reporting and Follow Up

Reporting and investigation of HSSE incidents including near misses will be managed in BRIQUE's Incident Register and will require that all HSSE incidents are reported promptly, appropriately investigated, and analysed for learning and improvement opportunities. In addition, the procedure will comply with HSSE Regulatory Requirements.

7 HSSE Assurance

An HSSE Assurance Plan, as part of the Company's Compliance Plan, will be used to verify the effectiveness of the Company's HSSE Policy and System.

7.1 HSSE Assurance Plan

The Company will:

- Produce an HSSE Assurance Plan to provide a systematic approach to review and verify the effectiveness of the HSSE Management System, in accordance with the Compliance Policy. In addition, the HSSE Assurance Plan will be risk-based and provide frequent, in-depth reviews to ensure compliance with HSSE regulatory requirements.
- review the effectiveness of Contractors' audit and assurance programs. Records of Contractors' audits and audit schedules will be maintained.

8 Management Review

BRIQUE will review the suitability and effectiveness of its HSSE Policy and implement corrective and preventive actions to make improvements to the Policy/System where needed.

8.1 Management Review for Continuous Improvement

Management reviews will be used to formulate recommendations for continuous HSSE improvement, which include improving the effectiveness and implementation of this Policy.