

HSE MANGEMENT PLAN



HSE MANAGEMENT SYSTEM PLAN

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HEALTH, SAFETY & ENVIRONMENT (HSE) MANAGEMENT SYSTEM PLAN

A comprehensive HSE Management System document establishing Transcont Global Limited's HSE objectives, programs, implementation strategies, action plans, responsibilities, timelines, and performance monitoring requirements in alignment with international oil and gas industry best practices.

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1. HSE MANAGEMENT SYSTEM OVERVIEW

The Transcont HSE Management System defines the framework for managing health, safety, environmental protection, operational risks, and regulatory compliance across all operations.

The HSE Management System establishes:

- HSE objectives and performance targets
- Programs and initiatives required to achieve objectives
- Action plans and implementation methodology
- Responsibilities and accountability at all organizational levels
- Performance monitoring systems
- Defined completion timelines and review cycles

Implementation Timeframe:

- Immediate implementation across all operations
- Full operational integration within 12 months
- Annual management review and update cycle

2. HSE POLICY & STRATEGIC OBJECTIVES

Transcont is committed to achieving zero harm to people, assets, communities, and the environment.

Strategic objectives include:

- Zero fatalities and serious incidents – Continuous objective
- 100% legal and regulatory compliance – Within 12 months
- Reduction in TRIR by minimum 25% annually
- 100% workforce HSE induction compliance – Within 3 months
- Reduction in environmental incidents by 50% – Within 24 months
- Quarterly management review of HSE performance

These objectives shall be reviewed annually.

3. HSE PROGRAMS & PERFORMANCE TARGETS

The following HSE programs shall be implemented:

Safety Leadership Program

Target: Leadership participation in monthly HSE engagements

Timeline: Immediate and ongoing

Behavioral Safety Observation Program

Target: Minimum 10 observations per month/site

Timeline: Within 6 months

Emergency Response Program

Target: Quarterly drills and emergency readiness reviews

Timeline: Immediate implementation

Environmental Sustainability Program

Target: 30% reduction in operational waste generation

Timeline: Within 24 months

Occupational Health Program

Target: 100% employee medical fitness compliance

Timeline: Within 12 months

Contractor HSE Management Program

Target: 100% contractor HSE prequalification

Timeline: Within 6 months

4. HSE ACTION PLANS & IMPLEMENTATION STRATEGY

Action plans shall define:

- Objectives and deliverables
- Assigned responsible personnel
- Budget and resource requirements
- Timelines for completion
- Monitoring and reporting requirements

Implementation activities include:

- Monthly toolbox talks
- Weekly site inspections
- Quarterly management HSE reviews
- Annual HSE audits
- Periodic emergency drills
- Corrective action tracking

Completion Timeframe:

- Action plans reviewed monthly
- Corrective actions closed within 30 days where applicable

5. ORGANIZATIONAL ROLES & RESPONSIBILITIES

Executive Management:

- Provide strategic HSE direction and resources
- Review HSE performance quarterly

Managers & Supervisors:

- Implement HSE procedures and monitor compliance
- Conduct risk assessments before work execution

Employees & Contractors:

- Follow HSE procedures
- Report hazards, incidents, and unsafe acts immediately

HSE Department:

- Conduct inspections, audits, investigations, and reporting
- Maintain HSE records and compliance monitoring

Implementation Timeframe:

- Roles effective immediately upon approval of this plan

6. HAZARD IDENTIFICATION & RISK MANAGEMENT

Risk management tools include:

- Job Safety Analysis (JSA)
- Task Risk Assessment (TRA)
- Permit-to-Work System
- SIMOPS Assessments
- Management of Change (MOC)

Risk mitigation controls shall follow the hierarchy of controls.

Performance Targets:

- 100% risk assessments before high-risk work
- Monthly risk review meetings
- Quarterly HSE risk register updates

Timeline:

- Immediate implementation across all sites

7. TRAINING, COMPETENCE & AWARENESS

Mandatory training programs include:

- HSE Induction
- Firefighting & Emergency Response
- First Aid & CPR
- Working at Height
- Confined Space Entry
- Defensive Driving
- Environmental Awareness

Training Targets:

- 100% employee induction within 30 days of employment
- Annual refresher training compliance
- Quarterly competency evaluations

Timeline:

- Full compliance within 12 months

8. OCCUPATIONAL HEALTH MANAGEMENT

Occupational health initiatives include:

- Medical fitness assessments
- Industrial hygiene monitoring
- Heat stress prevention
- Fatigue management
- Mental health awareness
- Drug & alcohol awareness programs

Performance Targets:

- Zero occupational illness incidents

- Annual medical surveillance compliance

Timeline:

- Full implementation within 12 months

9. ENVIRONMENTAL MANAGEMENT PROGRAM

Environmental programs include:

- Waste segregation and disposal
- Spill prevention systems
- Emission reduction initiatives
- Environmental inspections
- Sustainable resource management

Performance Targets:

- 30% reduction in waste generation
- Zero major environmental spills
- Quarterly environmental inspections

Timeline:

- Environmental objectives to be achieved within 24 months

10. EMERGENCY PREPAREDNESS & RESPONSE

Emergency Response Plans shall address:

- Fire and explosion
- Medical emergencies
- Oil and chemical spills
- Marine incidents
- Security threats

Performance Targets:

- Quarterly emergency drills
- Annual ERP review
- 100% emergency equipment inspection compliance

Timeline:

- Immediate implementation and ongoing review

11. INCIDENT REPORTING & INVESTIGATION

All incidents and near misses shall be reported immediately.

Investigation objectives:

- Root cause identification
- Corrective action implementation
- Lessons learned dissemination

Performance Targets:

- Incident reporting within 24 hours
- Corrective action closure within 30 days

Timeline:

- Immediate implementation

12. CONTRACTOR & SUPPLIER HSE MANAGEMENT

Contractors shall undergo:

- HSE prequalification
- Site induction
- Compliance monitoring
- Performance reviews

Performance Targets:

- 100% contractor compliance with HSE requirements
- Quarterly contractor HSE audits

Timeline:

- Full compliance within 6 months

13. AUDITS, INSPECTIONS & KPI MONITORING

Routine inspections and audits shall monitor:

- TRIR
- LTIF
- Near miss reporting
- Training compliance
- Audit findings closure

Performance Targets:

- Monthly inspections
- Quarterly audits
- Annual management review

Timeline:

- Immediate implementation

14. MANAGEMENT REVIEW & CONTINUAL IMPROVEMENT

Management shall periodically review HSE performance through:

- KPI trend analysis
- Audit reviews
- Incident trend analysis
- Benchmarking against industry best practices

Performance Targets:

- Quarterly management reviews
- Annual HSE system review

Timeline:

- Ongoing continuous improvement process

15. DOCUMENT CONTROL & RECORDS MANAGEMENT

All HSE documentation shall be controlled through:

- Revision management
- Controlled distribution
- Secure document retention
- Periodic document reviews

Performance Targets:

- Annual review of all controlled HSE documents

Timeline:

- Immediate implementation

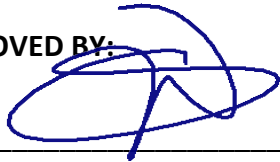
16. CEO APPROVAL & AUTHORIZATION

This HSE Management System Plan is approved by Executive Management and shall apply to all Transcont Global Limited operations, contractors, and personnel.

Effective Date:

- Immediate upon approval

APPROVED BY:



Okechi Nwoke

Chief Executive Officer

Transcont Global Limited

Date: 23 May 2026