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CORPORATE ENVIRONMENT, HEALTH, SAFETY & QUALITY (EHSQ) POLICY STATEMENT

INTEGRATED QUALITY ASSURANCE, OPERATIONAL SAFETY, ENVIRONMENTAL PROTECTION & RISK GOVERNANCE

ENTERPRISE EHSQ MANDATE: This Policy Statement establishes the binding corporate directive of EuniServ Limited (RC NO: 9729797) to enforce uncompromising Environment, Health, Safety, and Quality (EHSQ) management across all contract executions, supply chain operations, and site deployments. Formulated in strict alignment with ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018 frameworks, this policy guarantees zero fatalities, zero major environmental incidents, 100% Bill of Quantities (BOQ) matching, and flawless operational execution across West Africa.

1. EXECUTIVE POLICY DIRECTIVE & STRATEGIC PHILOSOPHY

1.1 Executive Leadership Mandate

Executive Management at EuniServ Limited establishes that the safety of our workforce, protection of the environment, and continuous delivery of technical quality are fundamental enterprise responsibilities equal in priority to commercial growth and financial profitability. Operating as a *Specialized Energy, Industrial Procurement & Technical Supply Chain Partner*, EuniServ Limited is fully committed to conducting all business activities in a manner that protects human life, eliminates workplace hazards, preserves natural ecosystems, and satisfies all client technical specifications without exception.

1.2 Core EHSQ Strategic Commitments

- Target Zero Harm (0 Fatalities / 0 LTI):** Maintain a perpetual corporate objective of Zero Workplace Fatalities, Zero Lost Time Injuries (LTI), and Zero Permanent Disabilities across all facilities, yards, and project sites.
- 100% Quality Conformance (0 NCR Releases):** Eliminate technical errors, wrong deliveries, and material failures through mandatory 4-tier BOQ matching, factory-gate inspections, and Manufacturer Test Certificate (MTC Type 3.1/3.2) verification.
- Environmental Protection & Pollution Prevention:** Enforce zero uncontained discharge of hazardous liquids or hydrocarbons into land or water bodies, and drive circular waste diversion across all operational streams.
- Unconditional Stop-Work Authority (SWA):** Vest every employee, technician, freight driver, and sub-contractor with absolute authority to halt any work activity immediately if an unmitigated hazard or quality defect is identified.

2. ENTERPRISE SCOPE & DIVISION-SPECIFIC EHSQ EXECUTION MATRIX

This Policy applies to all directors, officers, full-time employees, field technicians, drivers, retail staff, and third-party contractors operating under EuniServ Limited across its 6 core business divisions:



EUNISERV CORE DIVISION	OPERATIONAL SCOPE & SUB-CATEGORIES	MANDATORY EHSQ CONTROLS & EXECUTION STANDARDS
1. Industrial Procurement & Energy Supplies	Technical vendor vetting, bulk procurement, factory-gate sourcing, pre-dispatch inspections, 100% BOQ matching, and MTC Type 3.1/3.2 verification. • <i>Mechanical Equipment & Fluid Handling</i> • <i>Electrical Infrastructure & Power Distribution</i> • <i>Instrumentation & Process Control</i> • <i>MRO, Site Operations & Safety Gear</i>	Pressure blast shields during valve hydrostatic testing, overhead crane lashing checks, 100% heat number matching against MTCs, certified safety-toe footwear, and secondary bunding for oil-coated MRO spares.
2. Solar Energy & Renewable Power Infrastructure	Engineering, installation, and maintenance of off-grid/hybrid renewable power systems designed for maximum uptime and durability. • <i>Turnkey Power Configurations</i> • <i>PV Solar Array Installation</i> • <i>Specialized Electrical Appliances & BoP</i> • <i>Energy Audits & Preventive Maintenance</i>	DC Lockout/Tagout (LOTO) protocols, 100% dual-lanyard fall arrest harnesses above 1.8m on rooftop arrays, 1000V insulated tools, anti-static grounding mats, and LiFePO4 battery BMS thermal monitoring.
3. Fleet Management & Transport Logistics	Safe transport of workforce, commercial goods, heavy machinery, and project equipment across regional/national transit corridors. • <i>Corporate & Field Vehicle Hire</i> • <i>Haulage & Freight Operations</i> • <i>Dedicated Fleet Management</i>	21-point pre-trip vehicle audits, IVMS satellite speed caps (<80 km/h highway), mandatory 15-min rest breaks every 2 hours, 19:00–05:00 night curfew enforcement, and 200L mobile spill kits on all haulage trucks.
4. Modular Accommodation & Site Facilities	Rapidly deployable, climate-resilient container housing and prefabricated structures engineered for immediate field readiness. • <i>Site Offices & Living Units</i> • <i>Auxiliary Modular Structures</i> • <i>Turnkey Site Preparation</i>	Class A Hot Work Permits for welding, N95/P100 HEPA respirators for 50mm Rockwool fitting, crane tagline controls, outrigger soil stability checks, and 500V Megger electrical DB testing.
5. Medical Devices & Pharmaceutical Procurement	Distribution of certified medical equipment, diagnostic tools, and clinical consumables under strict WHO, NAFDAC, and ISO frameworks. • <i>Diagnostic & Clinical Equipment</i> • <i>Medical Consumables & PPE</i> • <i>ISO-Aligned Supply Handling</i>	CFC-free cold-chain temperature monitoring, bio-hazardous medical waste isolation, sterile packaging verification, tamper-evident seals, and WHO/NAFDAC-compliant handling PPE.
6. Supermarket & Retail Operations	Management of bulk consumer merchandise, retail store inventory, and downstream supply channels to keep retail networks fully stocked. • <i>Bulk FMCG & Downstream Supply</i> • <i>Store Inventory & Merchandising</i>	Manual handling ergonomic limits, forklift-pedestrian segregation in warehouse yards, retail fire suppression checks, spill cleanup kits, and automated FEFO inventory controls.



3. RISK MANAGEMENT, PERMIT TO WORK & HAZARD ELIMINATION

To ensure consistent operational safety and quality, EuniServ Limited enforces a rigid risk management pipeline:

3.1 Hazard Identification & Risk Assessment (HIRAC)

Prior to executing any technical, field, or logistics task, a formal Job Safety Analysis (JSA) must be completed. Identified hazards are systematically mitigated using the standard Hierarchy of Controls: (1) Elimination, (2) Substitution, (3) Engineering Controls, (4) Administrative Controls, and (5) Certified Personal Protective Equipment (PPE).

3.2 Permit to Work (PTW) Framework

High-risk activities—including Hot Work (welding/cutting), Working at Height (>1.8m), High-Voltage Electrical Isolation (LOTO), Heavy Crane Lifting, and Confined Space Entry—require formal Permit to Work (PTW) authorization signed by the

QA/QC and EHSQ Managers prior to task initiation.

4. GOVERNANCE, CONTINUOUS IMPROVEMENT & STATUTORY COMPLIANCE

System effectiveness is verified through structured monitoring, audits, and leadership reviews:

- **Statutory & Regulatory Alignment:** Total compliance with Nigerian environmental laws (NOSDRA, NUPRC EGASPIN, NESREA), NAFDAC healthcare guidelines, NOGICD Local Content Act 2010, and SCUML/EFCC rules.
- **Incident Investigation & Root Cause Analysis (RCA):** All near-misses, quality non-conformances, or safety events must be reported within 1 hour and investigated within 24 hours using 5-Why and Fishbone RCA methodologies.
- **Annual Integrated ISO Management Audit:** Comprehensive annual audit of our EHSQ management system to drive continuous performance optimization across all 6 business divisions.

KALAIYO SOALA RAYMOND
Executive Director, Technical Operations & Logistics
Date: August 16, 2026

MKPAH EUNICE MAURICE
Executive Director, Strategy & Commercial Operations
Date: August 16, 2026



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