

Health and Safety Policy



The Management of West African Ventures Limited (WAV) is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health, for all employees, contractors and visitors across our fabrication yards, marine support bases, offshore installation sites and vessels. Given the specific nature of WAV's operations – including offshore installation, marine and vessel-based work, lifting operations, hot work and fabrication, working at height, and confined space entry – WAV is committed to a goal of zero incidents at all its worksites.

WAV Management will:

- Set measurable health and safety objectives and performance criteria – including incident and injury rates, hazard and near-miss reporting, and permit-to-work compliance – for all managers and work areas, providing a clear framework for establishing and reviewing OH&S objectives;
- Annually review health and safety objectives and managers' performance as part of WAV's management review process;
- Encourage accurate and timely reporting and recording of all incidents and injuries, and investigate all reported incidents to identify contributing factors and, where appropriate, formulate plans for corrective action;
- Actively encourage the early reporting of any pain or discomfort, and provide treatment and rehabilitation plans that ensure a safe, early and durable return to work;
- Identify all existing and new hazards and manage OH&S risks by taking all practicable steps to eliminate, isolate or minimize the exposure to any significant hazards;
- Ensure that all employees are made aware of the hazards in the work areas and are adequately trained so they can carry out their duties in a safer manner;
- Encourage consultation and participation of workers, in all health and safety matters, through HSE committees, toolbox talks and stop-work authority;
- Ensure that all contractors and subcontractors are actively managing health and safety for themselves and their employees;
- Promote a system of continual improvement of the OH&S management system, as a core element of WAV's Integrated Management System, through proactive identification and implementation of improvement opportunities;
- Comply with all applicable legal requirements and other requirements, including relevant rules, regulations, codes of practice and standards or guidelines applicable to its area of operation.

Every employee of WAV is expected to share in the commitment to health and safety in the following ways:

- Senior officers & managers always lead by example in safety-related issues;
- Every manager, supervisor or foreperson is accountable to WAV Management for the health and safety of employees working under their direction;
- Each employee is expected to help maintain a safe and healthy workplace through:
 - Following all safe work procedures, rules and instructions
 - Properly using all safety equipment and clothing provided
 - Reporting early any pain or discomfort
 - Taking an active role in the company's treatment and rehabilitation plan, for their 'early and durable return to work'
 - Reporting all incidents, injuries and hazards to the appropriate person.



Michael Amaeshike
Managing Director

