

## **Health, Safety, and Environmental (HSE) Policy**

At Zectic Nigeria, we are committed to maintaining the highest standards of health, safety, and environmental (HSE) performance in all aspects of our work. We recognize our responsibility to protect our employees, clients, contractors, visitors, and the environment, and we are dedicated to ensuring a safe, healthy, and sustainable workplace.

### **Our Commitments:**

#### **1. Health & Safety:**

- Ensure a safe working environment by identifying, assessing, and managing risks associated with our activities.
- Provide appropriate training, resources, and equipment to all employees to perform their tasks safely.
- Promote a culture of safety where every team member is responsible for their own safety and the safety of others.
- Implement and maintain emergency procedures and response plans to manage any incidents effectively.

#### **2. Environmental Stewardship:**

- Integrate sustainable practices into our design and construction processes to minimize environmental impact.
- Comply with all applicable environmental laws, regulations, and standards.
- Reduce waste, energy consumption, and emissions by adopting eco-friendly materials and technologies.
- Promote environmental awareness among employees, clients, and partners, encouraging sustainable decision-making.

#### **3. Continuous Improvement:**

- Regularly review and update our HSE policies and procedures to reflect best practices and regulatory changes.
- Investigate incidents and near-misses to identify root causes and prevent reoccurrence.
- Engage with employees, clients, and stakeholders to gather feedback and improve our HSE performance.



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#### **4. Compliance & Accountability:**

- Ensure compliance with all relevant health, safety, and environmental legislation and industry standards.
- Hold all employees and contractors accountable for adhering to this HSE policy and related procedures.
- Foster open communication about HSE issues and encourage reporting of hazards, incidents, and unsafe practices.

#### **Responsibility:**

The leadership of Zectic Nigeria is responsible for the implementation and oversight of this policy. However, every employee, contractor, and partner shares the responsibility for maintaining a safe and environmentally conscious workplace.

By adhering to this HSE policy, Zectic Nigeria aims to protect our people, our clients, and the environment, while delivering high-quality architectural services.