OCCUPATIONAL HEALTH & SAFETY POLICY

Health and Safety policy with operating controls for construction, maintenance, marine and logistics interfaces.

Document No.	OVEL-HSE-POL-01	**Revision**	1.0
Document Owner	HSE Department	**Effective date**	04 November 2026
Prepared for	OceanVision Energy Limited	**Approved by**	Charles Ayedero, MD/CEO

Implementation and awareness: Responsible departments shall communicate this approved policy to relevant staff and contractors, maintain applicable records and review its continuing suitability.

1. Policy commitment

- **Zero-harm objective:** OceanVision will seek to prevent work-related injury and ill health, and will provide safe systems of work, suitable resources, worker consultation and hazard reporting.
- **Stop-work authority:** Every worker and contractor may stop an unsafe task without retaliation; work restarts after hazards are reassessed and controls verified.
- **Applicable standards:** Follow contract/site requirements, Nigerian legislation and NUPRC/NMDPRA requirements where relevant to the activity. This policy does not imply ISO 45001 certification.

2. Minimum field controls

- **Risk assessment:** Complete task-specific JHA/JSA before non-routine or high-risk work. Apply the hierarchy of controls; review after changes or incidents.
- **Permit-to-work:** Obtain site-authorised permits for hot work, confined space, energy isolation, excavation, work at height and other controlled tasks as required.
- **Lifting and equipment:** Use pre-use checks, inspection intervals, certified lifting gear and competent operators; isolate defective equipment.
- **PPE and occupational health:** Provide task-selected PPE, induction, first-aid readiness, welfare provisions and fitness-for-duty arrangements.
- **Driving and marine:** Use journey management, vehicle/boat checks, weather and water-condition limits, life-saving equipment and authorised operators.
- **Subcontractors:** Require induction, competence review, permit and HSE controls equivalent to the task risks.

3. Responsibilities and assurance

- **Managing Director:** Provide resources and oversight; review significant HSE issues and objectives.
- **HSE coordinator / project lead:** Maintain legal register, inspect worksites, coordinate induction, incident investigation and emergency drills.
- **Supervisors / workers:** Follow work controls; report hazards, near misses and incidents immediately; stop unsafe work.

4. Required records

- Approved signed policy; induction records; risk assessments; permit-to-work files; toolbox talk attendance; PPE issue register; equipment pre-use inspections; incidents/corrective actions; HSE performance review.

5. Review triggers

- Review annually and following major incidents, changes in activity, or applicable legislation.

References and applicable standards

- OceanVision Energy Quality Manual (OVEL-QAC-M-00001) and HSE Management System (OVEL-HSE-M-00001), as applicable.
- Petroleum Industry Act 2021; NUPRC or NMDPRA requirements depending on project scope, permit and operating context.
- Nigerian Oil and Gas Industry Content Development Act 2010; customer contract / site rules.
- ISO 9001:2015 principles; ISO 45001:2018 and ISO 14001:2015 as voluntary guidance only, without claims of certification.

Approval and change control

Reviewed by	T. Abu
Approved by / Signature	 Charles Ayedero | Managing Director / Chief Executive Officer
Approved / Effective date	04 November 2026