**Health, Safety, Security & Environment (HSSE)**

**Safety as a Core Value**

At Phenomenal Energy, safety is not just a policy — it is a core value that guides every decision we make. We are committed to protecting our employees, clients, contractors, and the environment by ensuring that every operation is carried out safely, responsibly, and in line with global best practices.

**Guiding Principles**

* Zero tolerance for unsafe practices
* Continuous risk assessment and mitigation
* Empowerment of employees to stop unsafe work
* Integration of safety into every stage of operations
* Commitment to continuous improvement in HSSE performance

**In-House Safety Programs & Practices**

We actively foster a culture of safety through robust programs and daily practices, including:

* **Safety Inductions** for all staff, contractors, and visitors before entering work sites.
* **Regular HSE Meetings** to review risks, share lessons learned, and reinforce safe practices.
* **Emergency Drills** covering fire, evacuation, and spill response to ensure preparedness.
* **Routine Equipment Maintenance** to prevent failures and enhance reliability.
* **PPE Compliance & Training** to ensure proper use of safety equipment at all times.

**Certifications & Compliance**

Phenomenal Energy is proud to be **ISO 45001:2018 certified**, demonstrating our compliance with international safety management standards. Our certification scope covers engineering design, inspection, facility maintenance, subsea inspections, and manpower supply.

**NNRA Radiography License** – License to use radiographic equipment for industrial radiography as required by the **Nigerian Nuclear Regulatory Authority (NNRA)**.

Compliance with **API, ASME, ASTM, NACE, ISO, and ASNT standards** across all inspection and engineering services.

**Safety Performance**

We measure our commitment to safety with verifiable results. Over the past **six years**, Phenomenal Energy has achieved:

* **0 Fatal Injuries**
* **0 Lost Time Injuries (LTI)**
* **0 Medical Treatment Cases (MTC)**
* **0 Fire Incidents or Emergencies**
* **66,188 Total Man Hours worked in 2024 alone without a single LTI**

This performance reflects our unwavering dedication to a zero-incident workplace.

**Our Safety Culture**

At Phenomenal Energy, safety is everyone’s responsibility. From senior management to field technicians, we work together to build a safe, reliable, and sustainable work environment. Our record speaks for itself, but our goal is continuous improvement and zero harm.

Our Safety Slogan: “Nobody Gets Hurt”