

NO SMOKING POLICY

LADOL prohibits smoking in all her facilities including, in-door facilities, enclosed areas, educational or recreational areas, and any other areas that may be at risk of explosion or fire due to the presence of flammable, highly flammable substances and in company-owned, leased, or controlled vehicles.

In line with this commitment, LADOL has established a “No Smoking Policy” to ensure that employees and others under the organisation’s control are guaranteed the right to breathe air free of tobacco smoke, and are not exposed to health, safety and environmental risks from passive smoking.

The No-Smoking Policy covers all types of burnt and smoked products including cigarettes, electronic cigarettes, cigars, pipes, tobacco, and non-tobacco products in whatever format.

Where smoking is allowed, this should only be done in a designated smoking area marked singularly for that purpose by management.



Dr. Amy Jadesimi
Managing Director
15/05/2024

DRUGS AND ALCOHOL POLICY WAIVER

LADOL is committed to providing a safe and productive work environment that is free from incidents of alcohol and drug abuse. Ladol also provides recreational facilities for relaxation and refreshment for clients and stakeholders after work, especially those who are staying in the Free Zone. It has therefore become necessary, after a careful study and adequate risk assessment, to exempt the “**Bush Bar**” in the hotel from the provisions of the Ladol Drugs and Alcohol Policy.

By this waiver, the Drugs and Alcohol Policy will not be implemented inside the perimeter fenced-off area known as the “**Bush Bar**”. This waiver will have terms and conditions to be applicable.

The waiver hereby granted allows for the sale and consumption of alcoholic beverages **ONLY** within the perimeter fenced area of the **Bush Bar**.

This waiver shall be null and void outside the Bush Bar, where the LADOL Drug and Alcohol Policy subsists and remains in force.

This waiver on alcohol consumption within the Bush Bar is granted on the following terms and conditions:

1. Access to the Bush Bar shall be granted to an employee/client/contractor upon written confirmation or written approval from their supervisor that the employee/client/contractor is not on duty at the time his/her supervisor grants access approval and will not be on duty in the next six hours after access is granted.
2. Only alcoholic beverages provided by LADOL and served by the staff of LADOL in the Bush Bar can be consumed in the Bush Bar.
3. It is not permitted for anyone to bring any alcoholic beverages into the Bush Bar.
4. The waiver is **ONLY** granted for the consumption of Alcohol. Possession and consumption of banned drugs, related substances and their paraphernalia are not permitted and not granted any waiver.
5. Employees/clients/contractors shall be subjected to the provisions of the LADOL drug and alcohol policy (**CR-PO40**) outside the Bush Bar.
6. Security personnel are not allowed to access the Bush Bar with their arms and ammunition at any time, even if granted access approval.
7. Removal and/or consumption of alcoholic beverages not consumed in the Bush Bar to any other part of the LADOL base is not allowed and not covered by this waiver.



Dr. Amy Jadesimi
Managing Director
17/08/2025

DRUGS AND ALCOHOL POLICY

This policy applies to all individuals, including employees, clients, visitors, and contractors, who are present or conducting activities within LADOL's owned facilities. Strict enforcement of this policy by the SHEQ department will be maintained.

Under this policy, all employees, clients, visitors, and contractors may be subject to random drug and alcohol testing without prior notice. In some cases, verification may be through medical examinations. For any person with a non-negative test result, further confirmation may be needed, and such an individual may be removed from the facility if established.

Failure to comply with this policy may result in disciplinary action, including immediate discharge. Additionally, searches for drugs and alcohol may be conducted unannounced through body and bag searches, as well as in employee lockers.

This policy ensures that random and unannounced testing acts as an effective deterrent.

All employees will undergo pre-employment and post-incident drug and alcohol testing when there is reasonable suspicion of human error as a cause of an accident.

It is important to note that an actual impairment or test finding does not necessarily mean the company has failed to exercise due diligence. We recognize the importance of maintaining a drug-free workplace and ensuring compliance as an integral part of our daily operations.



Dr. Amy Jadesimi
Managing Director
15/05/2024

QUALITY POLICY

From its inception, LADOL has been committed to attaining and maintaining excellent quality standards. We provide all our relevant interested parties with innovative, high quality sustainable solutions. These quality standards are embedded in LADOL's Business Management System.

Our Business management system provides us with the tools and data for continuous improvement, evidence based decision-making and systematic risk-based processing, to ensure that we satisfy the needs of our clients and other stakeholders while complying with applicable regulatory and legislative requirements.

LADOL is committed to helping the world attain the United Nations 17 Sustainable Development Goals and has aligned its operations towards achieving this aim. Our high value industrial activities which include logistics, repairs, development, fabrication, project support, utilities provision and facilities management, are executed in a sustainable manner.

We would like our clients, staff, and other stakeholders to join us in helping to achieve and maintain these standards and being a part of our high-quality sustainable community whilst this policy serves as a framework for establishing objectives at all levels.



Dr. Amy Jadesimi
Managing Director
10/02/2025

HSE & WELLEBING POLICY

LADOL is committed to creating a sustainable industrial ecosystem that drives economic growth and helps the world attain the United Nations 17 Sustainable Development Goals (SDGs) through well-structured approaches.

Consequently, our obligation to wellbeing and HSE compliance in a manner that aligns with Occupational health and safety management system (ISO45001:2018), Environmental management system (ISO14001:2015), United Nations Global Compact and other relevant requirements or standards ensures that:

- Safe and healthy working conditions for all stakeholders to prevent work-related injury and ill-health are consistently maintained.
- In all organisation activities, the environment is protected, and pollution is prevented.
- Sustainable resource use, biodiversity protection and climate change mitigation are considered in decision making at all levels.
- Hazards are eliminated, risks are reduced, workers' consultation and participation are encouraged.
- Legal or other statutory requirements and safety guidance that helps achieve our goal, are complied with.

The Business Management System of LADOL has been developed to promote continual improvement in wellbeing, HSE performance and HSE management system. Whilst the expansion of LADOL as a sustainable industrial community is replicated in our high value activities which include Project Support, Logistics, Warehousing, Fabrication and Engineering Services, Facilities Management, Business Development and Administration, it will be ensured that our processes are steered with responsible risk management framework, effective proactive monitoring, life cycle outlook and measurable HSE objectives.

Our employees, esteemed clients, contractors, and other stakeholders are hereby requested to support the implementation of this policy to enhance the overall wellbeing and improve HSE outcomes.



Dr. Amy Jadesimi
Managing Director
10/02/2025