



HS&E Zero Tolerance Behaviors

As we continue to look towards sustaining our commitment of having The Plant as an injury free work place for all UGEE employees, Contractors and Visitors, the following at risk and life-threatening behaviors must not be violated for any purpose, or for any reason at any point in time:

1. ENTERING INTO AN ELEVATOR.

No Employee and Contractor should use the elevator as a lift or means of accessing other floors. The Elevator is FOR GOODS ONLY i.e., used for lifting Materials, Intermediate products.

2. WORKING WITHOUT QUALIFICATION.

No employee, contractor or visitor must perform any task they have not been trained and qualified to perform. These include but not limited to; operating an equipment, working on electrical panels, driving the forklift and entering a confined space.

3. WORKING AND REACHING INTO THE MOVING PARTS OF AN EQUIPMENT WITHOUT LOCKING OUT THE EQUIPMENT.

No employee, contractor or visitor is permitted to reach into an energized equipment or process line without first deenergizing the equipment, dumping any residual hazardous energy in the equipment and isolating all hazards by locking out the equipment.

4. INTENTIONALLY BY-PASSING A SAFETY DEVICE ON AN EQUIPMENT.

No employee, contractor or visitor is permitted to defeat, by-pass or intentionally cause a safety device on an equipment to malfunction.

Violation of these behaviors may lead to termination of appointment.

Thank you as we sustain the site as an injury free place, every day.

Approved by:

Signature/Date

Sadik Abass

Site Leader

January 2024

I have read and understood, and I commit to comply with all the behaviors above.

Name & Signature of Individual

Date

Name & Signature of Manager

Every Plant employee shall read and sign these behaviors.

The signed expectations to be kept in the individual's personnel file kept with his manager and copy given to individual.