

HEALTH SAFETY ENVIRONMENT MANUAL

SAFETY, HEALTH & ENVIRONMENT DEPARTMENT

Table of Contents

1.0	INTRODUCTION.....	4
1.1	HEALTH SAFETY AND ENVIRONMENTAL PLAN	4
2.0	SAFETY ASSURANCE POLICY.....	5
2.1	MANAGEMENT RESPONSIBILITIES.....	5
2.2	MANAGEMENT POLICY	5
2.3	MANAGEMENT PHILOSOPHY	5
2.4	SAFE WORKING PRACTICES.....	6
3.0	RESPONSIBILITIES OF SAFETY MANAGER.....	7
3.1	DESIGN/ENGINEERING PHASE	7
3.2	FABRICATION / INSTALLATION PHASE	7
4.0	SAFETY RESPONSIBILITIES ON SITE ORGANIZATION.....	8
4.1	GENERAL STATEMENT.....	8
4.2	RESPONSIBILITIES.....	9
4.2.1	PROJECT MANAGER	9
4.2.2	CONSTRUCTION MANAGER	10
4.2.3	SITE SAFETY SUPERVISOR.....	11
4.2.4	ENGINEERS & SUPERVISORS	11
4.2.5	FOREMAN.....	12
4.2.6	OTHER EMPLOYEES.....	13
5.0	CONTROL OF SUB-CONTRACTORS	13
5.1	SUB-CONTRACTORS REQUIREMENTS	13
5.2	PROTECTIVE CLOTHING & SAFETY EQUIPMENT	14
5.3	STANDARDS AND PROCEDURES.....	14
5.3.1	GENERAL	14
5.3.2	SAFE WORKING PROCEDURES	15
5.3.3	LIFTING OPERATIONS.....	15
5.3.4	EXCAVATIONS	15
5.3.5	SITE TIDINESS	15
5.4	SAFETY INSTRUCTION / MEMOS.....	16
5.5	SAFETY TRAINING.....	16

5.6	ATTENDANCE AT SAFETY MEETINGS	16
5.7	FIRE PRECAUTIONS	16
5.8	ELECTRICAL WORKS	17
5.9	REPORTING OF ACCIDENTS / INCIDENTS	17
6.0	CLIENT ISSUED WORK PERMITS	17
6.1	PERMITS TO WORK	17
7.0	SITE SAFETY COMMITTEE	19
7.1	PURPOSE	19
7.2	RESPONSIBILITIES	19
7.3	SAFETY COMMITTEE MEETINGS	19
7.4	PROMOTION OF SAFETY AWARENESS	20
7.5	SAFETY INSPECTIONS	20
7.6	ACCIDENT / INCIDENT INVESTIGATION	20
8.0	SAFETY MEETINGS	20
8.1	REGULAR (MONTHLY) MEETINGS	20
8.2	TOOL BOX MEETINGS	21
9.0	SAFETY TRAINING	22
9.1	TRAINING GENERALLY	22
9.2	INDUCTION COURSE	22
9.3	KICK OFF MEETING FOR NEW SUB-CONTRACTORS	22
9.4	SAFETY PROMOTION	22

1.0 INTRODUCTION

1.1 HEALTH SAFETY AND ENVIRONMENTAL PLAN

It is the prime concern of METALEX CONSTRUCTION INDUSTRY TRADING that the works to be carried out at the Project Construction site in the sub-contractors' fabrication yard are of the highest safety standard. The management of METALEX CONSTRUCTION INDUSTRY TRADING at all levels shall be responsible for ensuring that safety is given the top priority which it deserves and that the safety aims which are identified are, so far as is reasonably practicable, fulfilled.

METALEX CONSTRUCTION INDUSTRY TRADING will constantly and closely monitor the safety performance of the project and will take all practical steps to maintain safe and tidy workplace.

METALEX CONSTRUCTION INDUSTRY TRADING will cooperate with the client in solving safety problems arising from their sphere of works and will coordinate with any other contractors on the project site in order to achieve the safe performance of any interface work areas.

In order to strengthen its efforts in respect of safety, METALEX CONSTRUCTION INDUSTRY TRADING propose to appoint a Safety Manager who will be required to actively participate in pursuing the safety performance of METALEX CONSTRUCTION INDUSTRY TRADING and its sub-contractors both on the site and its the fabrication yard, and he shall also be required to actively participate in the supervision of the overall safety activities for the duration of the works.

METALEX CONSTRUCTION INDUSTRY TRADING also proposes to nominate a Site Safety Officer from within its own organization who will be required to assist the Safety Manager in carrying out his duties on the site.

METALEX CONSTRUCTION INDUSTRY TRADING management shall resolve and promulgate all directives on works safety, and the procedures set out within the following sections of this document will highlight responsibilities and accountability within METALEX CONSTRUCTION INDUSTRY TRADING organization, together with the requirements for safe working practices.

The policies from the basis for the project specification safety requirements and shall, if necessary be further developed after the award of the contract to meet the client requirements. Furthermore, such policies shall be reviewed, added to or modified from time to time in order to suit the organization of the work and may be supplemented in appropriate areas by further safety procedures relating to particular type of work.

These policies shall be read as being supplementary to all local government rules and regulations and the client relevant project specification and Safety Rules and Regulation.

2.0 SAFETY ASSURANCE POLICY

2.1 MANAGEMENT RESPONSIBILITIES

METALEX CONSTRUCTION INDUSTRY TRADING management considers that the safety of its operation is a major part of its responsibilities and to properly discharge these responsibilities the various policies within this document have been established.

Operational success shall be achieved in conjunction with a good and effective accident prevention practice based on internationally accepted codes and practices. All local government legislation shall be considered as establishing the absolute minimum requirements for these policies

The management shall take all reasonable steps within its power to meet its responsibilities and shall pay particular attention to the provision of:

- Plant, equipment and system of work that are safe and suitable for the purpose intended.
- Safe arrangements for the handling, transportation and storage of equipment and materials; and
- A safe place of work.
- The management shall provide leadership to all employees in following safe operational procedures and in developing safe working attitudes and habits.

2.2 MANAGEMENT POLICY

It shall be the policy of METALEX CONSTRUCTION INDUSTRY TRADING management accept and implemented the policies, safety regulations and standards, and codes of practice of the local Government and the Client in addition to such internal policies as may be in existence within METALEX CONSTRUCTION INDUSTRY TRADING organization.

These requirements shall be made known to all persons involved on the Project and shall be met as a priority.

2.3 MANAGEMENT PHILOSOPHY

METALEX CONSTRUCTION INDUSTRY TRADING philosophy towards safety is “SAFETY FIRST” and METALEX CONSTRUCTION INDUSTRY TRADING believes that work progress must not be achieved at the expense of safety. Safety must be accountable in the same way as the work schedule and quality. All workers, staff and management must act responsibly and do everything possible to prevent injury to personnel and / or damage to property.

To achieve this philosophy, the following matters shall be properly considered and appropriately developed and implemented for the project:

- Identify the common and serious hazards and resolve them,
- Conduct safety audits to evaluate the safety program;
- Compliance with METALEX CONSTRUCTION INDUSTRY TRADING 's policy at all levels of management;
- Plan and implement accident prevention program and measures;
- Plan and implement fire safety and emergency control measures and procedures;
- Monitor the safety activities program;
- Acquaint management with the legal aspects of the safety rules and regulations of the country in which the work is to be executed;
- Equip managers with the necessary tools for the successful execution of safety activities in order to prevent injury to personnel and/or damage to property;
- Keep records in compliance with the requirements of all local safety rules and regulations;
- Provide all workmen with, and ensure the correct usage of, all necessary protective clothing and safety equipment whilst carrying out the work;
- Conduct in-house training through
 - on the job training,
 - on the job correction, and
 - tool-box meeting;
- Promote safety at all levels through safety talks, safety promotion activities and campaign, and safety competitions with incentives awards;
- Provide safety banners, safety signboards, posters, etc. and display them at conspicuous points as constant reminders;
- Establish a Site Safety Committee which will meet regularly to review all existing safety measures; and
- Appoint a Safety Manager to assist the management team to identify and solve problems and to work out methods of establishing and maintaining a safe and healthy working environment

2.4 SAFE WORKING PRACTICES

In addition to the above, suitable safe working practices shall be developing taking into account the following outline requirements;

- The use of lifting machines/appliances, air receivers, etc, the registration of same with the local regulating authority, and test examinations by a third party;
- The preparation of checklist for the work site inspections;
- Information exchanges on how the work can be done safely and what is expected of the worker under different working conditions (any instructions must be clearly understandable and capable of being followed by the workmen);
- The creation of a team work attitude with good working habits in order to prevent accidents, injury to personnel and damage to property.
- The maintenance of good housekeeping, sufficient lighting, handrails, barricades, barriers, warning lights and machine guarding to ensure safe working procedures,

- The requirement for the issue of permits for hot work, etc. and practices in the safe use of gasses and other flammable consumable / products.
- The provision of safe electrical installations with current protection devices such as ELCB. Fuses
- The control of fire incidents caused by excessive sparks, fire droplets, poor and excessive storage of flammable and combustible materials etc.
- The regular inspection and safe usage of hoisting equipment such as wire ropes, slings, hooks etc.
- The provision of working platforms with guard rails, hand-holds and toe boards for works at height.
- The preparation of standing instructions for everyone to follow in respect of major accidents and outbreak of fire.

3.0 RESPONSIBILITIES OF SAFETY MANAGER

3.1 DESIGN/ENGINEERING PHASE

The Safety Manager shall be responsible for the development of the safety documentation after the award of the contract.

This development exercise shall be interdependent with the safety aspects involved in the design / engineering phase of the project.

With regard to the design / engineering of the project, the Safety Manager shall be responsible for looking at the necessity to allow for all load cases (whether operational or extreme) arising from the aspects of the design of both the permanent and temporary works and the need for suitable safety factors in the design calculations.

He shall also check the drawings for the location (s) of dangerous and hazardous areas and their proximity to areas of heavy usage. Lifting activities shall be particularly scrutinized by the Safety Manager

The use of auditing shall be the main method employed to check the safety of the design, and particular emphasis shall be placed on checking the effects of design changes on safety.

3.2 FABRICATION / INSTALLATION PHASE

The Safety Manager shall be responsible for advising the management team on the following matters in respect of the safety requirements both in sub-contractors fabrication yards and on the construction site:

- the prevention of injury to personnel and damage to equipment and materials, including the application of safety procedures

- further improvements to existing safe / sound working methods, including those arising from new developments
- the legal requirements affecting safety, healthy and welfare
- the provision, use, suitability and required standards of protective clothing's and safety equipment
- The suitability of new and hired plant and equipment and the validity of all appropriate test certificates.
- any changes in legislation relative to safety, health and welfare,
- the potential hazards in new sections of work before such work commences, and
- the site/work area safety organization and the fire precautions required
- The Safety Manager shall also be required to :
 - carry out site safety surveys and inspections, in conjunction with the Project Manager or other supervisory staff, the client and the sub contractor's, Safety Representatives to check and ensure that only safe methods of working are in operation and that all regulations are being observed,
 - determine the cause of any accident/incident or dangerous occurrence and recommends means of preventing recurrence
 - supervise the recording and analysis of information on injuries, damage and loss and assess accident trends and review the overall safety performance
 - assist in the training of all levels of employee to promote awareness of injury prevention and damage and loss control
 - take part in site management/operative discussions on injury, damage and wastage control,
 - foster, within the site, and understanding that injury prevention and damage control are an integral part of operational efficiency,
 - Arrange safety lectures and film shows from time to time for all levels of management, supervisory staff and other employees,
 - Arrange for safety posters, signs and bulletin boards to be erected and review up-date and change such material at regular intervals.
 - keep up-to-date with recommended codes of practice and new safety literature, and
 - Maintain contact, where appropriate, with government officials and
 - Professional bodies.

4.0 SAFETY RESPONSIBILITIES ON SITE ORGANIZATION

4.1 GENERAL STATEMENT

METALEX CONSTRUCTION INDUSTRY TRADING believes that site safety is everyone's concern and that each individual member of the work team must accept responsibility for safety at the workplace.

The Safety Manager shall assist the Project Manager in coordinating safety administrative procedures and in supervising and monitoring site safety performance in the execution of the works.

The Project Manager, or his nominated representative, the Safety Manager and the nominated Site Safety Supervisor shall form an integral safety committee and meetings will be held regularly to ensure strict compliance with the statutory safety requirements and the adoption of all necessary and appropriate safety procedures and practices.

The internal safety committee shall be represented at any safety meetings or joint site safety patrols organized by the client and shall actively participate in promoting site safety consciousness and awareness.

4.2 RESPONSIBILITIES

As in any other aspect of work, a clear definition of responsibilities is required so that each person knows what he is required to do. Safety similarly requires the same delegation and demarcation of responsibility and the success of any organization depends on the individuals awareness.

The following are the responsibilities in respect of safety for individual designations within the overall construction site organization.

4.2.1 PROJECT MANAGER

The Project Manager shall:

- Accept overall responsibility for safety on the Project irrespective of any duties which may be delegated to others within the Home Office or construction site organization.
- Ensure that the policy is understood and fully appreciate the responsibilities allocated to each level of management, supervisory staff and other employees.
- Ensure that sub-contractors tenders are sufficient to provide for sound methods of working and reasonable welfare facilities.
- Determine at the planning stage the most appropriate order and method of working and the allocation of responsibilities to sub-contractors.
- Control and co-ordinate the sub-contractors safety organizations and activities.
- Initiate arrangements with sub-contractors and other contractors on the Project site to avoid any confusion about areas of responsibilities.
- Ensure that safe working practices are adopted and are carried out as planned.
- Ensure that all operations carried out at each place of work and all plant, machinery's and equipment therein conform to the prevailing statutory requirements.
- Make certain that all plant operators are only employed on equipment for which they have been thoroughly trained

- Ensure that all plant sent to the work locations is safe and efficient, and is maintained to a standard which fully complies with the requirements of all relevant construction sites safety regulations
- Check that periodic statutory tests, examinations, inspections and maintenance are carried out
- Ensure that all repair and maintenance work carried out at the Project site or any other place of work is done in a proper manner, and that all emergency repair are properly dealt with and effectively repaired as soon as possible thereafter,
- Check that hired plant is safe and that, where appropriate copies of valid test certificates are readily available for inspection.
- Investigate and report all accidents / incidents and dangerous occurrences to the client and ensure that appropriate remedial measures are taken to prevent and recurrence.
- Co-operate with the client safety department and ensure that any defects or faults notified by them are rectified immediately, and
- Appraise the effectiveness of all levels of supervisory staff under his control.

4.2.2 CONSTRUCTION MANAGER

The Construction Manager shall

- determine at the planning stage, in conjunction with the Project Manager, the most appropriate order and method of working, and the allocation of responsibilities to sub-contractors,
- control and co-ordinate the sub-contractors safety organization and activities,
- initiate, in conjunction with the Project Manager arrangements with sub-contractors and other contractors on the Project site to avoid any confusion about areas of responsibilities
- know the board requirements of all construction regulations and other relevant legislation and the client specific requirements
- see that all construction regulations and other legal requirements are complied with on the construction site, that all registers, records, and reports are in order, and that any "competent person "appointed has sufficient knowledge of plant and/or machinery to evaluate all aspect of its safe operation
- ensure that safe working practices are adopted and are carried out as planned,
- ensure that all operations carried out at each place of work and all plant, machinery and equipment therein conform to the prevailing statutory requirements.,
- make certain that all plant operators are only employed on equipment for which they have been thoroughly trained
- ensure that all plant equipment sent to the work locations is safe and efficient, and is maintained to a standard which fully complies with the requirements of all relevant construction sites regulation
- check that periodically statutory test, examinations, inspection and maintenance are carried out.

- ensure that all repair and maintenance work carried out at the Project site or any other place of work is done in a proper manner, and that all emergency repair works are properly dealt with and effectively repaired as soon as possible thereafter;
- check that hired plant is safe and that, where appropriate copies of valid test certificates are readily available for inspection and
- appraise the effectiveness of the supervisory staff under his control.

4.2.3 SITE SAFETY SUPERVISOR

The site Safety Supervisor shall:

- give top priority to the prevention of accidents
- Assist the Safety Manager in the execution of the safety program
- co-ordinate with the Client's Safety Department in every aspect of safety work;
- if suitably trained and qualified,
 - ensure that the provisions of all relevant statutory regulations are complied with,
 - promote the safe conduct of the work generally within the construction site,
 - check sub-contractors' work to ensure compliance with all statutory regulations, and
 - liaise with the sub-contractors' Safety Representatives with respect to the safety of all work undertaken by the sub-contractors;
- inspect the area of the construction site daily and as often as possible and take the appropriate corrective action;
- prepare inspection reports for the Safety Manager for action ;
- carry out in-house basic safety orientation for new workmen in accordance with the induction procedure;
- participate whenever possible in tool box meetings;
- attend the regular safety meetings;
- work in close co-ordination with the Safety Manager who will assist and advise him and be consulted on safety matters ; and
- attend to all other safety related matters.

4.2.4 ENGINEERS & SUPERVISORS

The Engineers & Supervisors shall;

- Organize the Project site and other places of work so that all operations are carried out to the required standards with the minimum of risk to men, equipment and materials
- plan and maintain a tidy construction site
- know the broad requirements of all construction regulations and other relevant legislation and the client specific requirements
- see that all construction regulations and other legal requirements are complied with on the construction site, that all registers, records and reports are in order, and that

any "competent person " appointed has sufficient knowledge of plant and / or machinery to evaluate all aspects of its safe operation

- ensure that all personnel employed are suitable for the jobs for which they have been recruited
- make sure that suitable protective clothing and safety equipment is available where appropriate and that it is used
- ensure that all items of first aid equipment as required by the relevant regulations are made available and that the locations of such are made known to all employees.
- see that proper care is taken of casualties and know where to obtain further medical help if so required
- in consultation with the relevant supervisor, complete all accident report forms and submit same to the Project Manager
- arrange the delivery and stacking of materials in such a manner as to avoid increasing the risks involved by double handling;
- position plant effectively and ensure that the electricity supply is installed and maintained without endangering men and equipment;
- implement arrangements with sub-contractors and other contractors on the Project site to avoid any confusion about areas of responsibility;
- check that all machinery, plant and equipment, including power and hand tools, are maintained in good condition and that all guards and other appropriate safety devices are properly fitted and functioning;
- ensure that periodic tests, inspections and maintenance work are being carried out;
- ensure that all repair and maintenance work carried out on the Project site or at any other location is done in a proper manner;
- attend promptly to all notified plant defects or bring to the attention of the relevant General Foreman the need for dangerous plant to be put out of service;
- ensure that correct procedures and systems of work are being developed and maintained;
- appraise the effectiveness of all levels of supervisory staff under their control;
- upon request of the Client, accompany any Factory Inspector or similar authority on site visits and act on his recommendations; and
- co-operate with the Safety Manager and act on his recommendations.

4.2.5 FOREMAN

The foreman shall:

- be familiar with the statutory regulations applicable to the work on which their gangs are engaged ensure that the regulations are observed and report all accident immediately
- incorporate safety instructions into routine orders, daily tool box meetings and weekly on-the-job safety talks and ensure that they are obeyed
- prevent men from taking unnecessary risks
- ensure that all new employees understand the safety regulations and the standards of work required and implement same,

- discourage horseplay and reprimand those who fail to consider their own well-being and that of others around them
- ensure that protective clothing and safety equipment is used wherever appropriate or required by the local regulations and / or the client
- ensure that plant and equipment is operated by competent persons only and that unsafe plant and equipment is not used
- report defects in plant and equipment promptly to their immediate supervisor
- ensure that plant and equipment is in a safe and secure state when left unattended.
- set a good personal example, and
- instigate and lead a daily tool box meeting at the start work each day

4.2.6 OTHER EMPLOYEES

All other employees shall;

- use the correct tools, equipment, materials and methods for the work they are carrying out.
- ensure that all protective clothing's and safety equipment provided to them is used and is maintained in good conditions
- immediately report all defects in plant and equipment to their supervisor
- develop a personal concern for themselves and other around them
- avoid improvisation since may entail unnecessary risk
- refrain from horseplay and the abuse of facilities , and
- observe all safety rules and regulations at all times

5.0 CONTROL OF SUB-CONTRACTORS

5.1 SUB-CONTRACTORS REQUIREMENTS

All sub-contractors shall be made aware of the stringent safety requirements which shall be, imposed on the project site, and the terms and conditions of any sub-contract shall incorporate the relevant safety requirements of the contract between the client and METALEX CONSTRUCTION INDUSTRY TRADING

Sub-contractors shall make themselves familiar with, and follow, any site health and safety regulations specified by the client or METALEX CONSTRUCTION INDUSTRY TRADING

Sub-contractors will adhere strictly to the local statutory construction regulations and will keep all statutory inspection registers available for inspection by the statutory body's inspector, the client and METALEX CONSTRUCTION INDUSTRY TRADING Particular attention will be paid to the strength and stability of both mobile and fixed scaffoldings, provision of guard rails and toe boards, quality and proper support of timber. All ladders provided by the

sub-contractor must be in sound condition, placed at the correct angle and firmly secured when in use.

During the performance of any sub-contract works, the sub-contractor shall maintain safe practices in accordance with the requirements of the sub-contract.

The safety requirement of the sub-contract shall be deemed to be the minimum acceptable requirements. Any modification or waiver of any of such requirements must be approved in writing by METALEX CONSTRUCTION INDUSTRY TRADING and if applicable, the client prior to such modification or waiver being put into effect.

The sub-contractor shall also take, or cause to be taken any additional measures which may be determined to be reasonably necessary during the sub-contractor's performance of the sub-contract work to protect against injury to or the death of any person or damage to or loss of any property or equipment.

5.2 PROTECTIVE CLOTHING & SAFETY EQUIPMENT

All sub-contractors shall make protective clothing and safety equipment available to their employees and the use and application of same shall be vigorously pursued.

Disciplinary action shall be taken against sub-contractors for any non-compliance with the required safety standard

5.3 STANDARDS AND PROCEDURES

5.3.1 GENERAL

All work and equipment shall conform to the required standards and procedures. Where standards and / or procedures are available to cover any particular item of work, the sub-contractor shall request clarification of the standards and / or procedures which are to be applied and METALEX CONSTRUCTION INDUSTRY TRADING shall provide such clarification as is necessary to ensure compliance with the overall requirements of the contract.

The sub-contractor shall provide METALEX CONSTRUCTION INDUSTRY TRADING with a copy of his safety policy and shall detail the measures he shall take to prevent injuries to personnel and / or damage to property during the performance of the sub-contract.

The sub-contractor shall designate a safety representative who will act on behalf of the sub-contractor on all safety matters and such safety representative shall liaise with METALEX CONSTRUCTION INDUSTRY TRADING Safety Manager and Site Safety Supervisor

The sub-contractor may request assistance with regards to safety practices and this shall be arranged by METALEX CONSTRUCTION INDUSTRY TRADING as necessary.

5.3.2 SAFE WORKING PROCEDURES

Where the operations of a sub-contractor are likely to put any person at risk, the sub-contractor must advise METALEX CONSTRUCTION INDUSTRY TRADING management and agree safe working procedures, if necessary, involving permit to work, and any specific warning notices.

5.3.3 LIFTING OPERATIONS

Before a sub-contractor carries out any lifting operation for or on behalf of METALEX CONSTRUCTION INDUSTRY TRADING, he shall produce for inspection by the management

- The appropriate statutory inspection reports/ certificates,
- evidence that the operator of any crane or lifting machine is trained and competent, and
- detailed information as to the way in which lifting operations are to be carried out and in respect of the equipment to be used.

Sub-contractors shall also consult with METALEX CONSTRUCTION INDUSTRY TRADING management before carrying out any lifting operation with a crane or lifting machine to ensure :

- That the ground or place where the crane or lifting machine is standing is suitable and will withstand the weight imposed on it and
- That no part of the crane or lifting machine is likely to foul overhead gantries, pipelines, electric lines or adjacent electrical conductors. Careful attention must also be given to the proximity of overhead electrical lines.

5.3.4 EXCAVATIONS

Before any excavation is commenced, METALEX CONSTRUCTION INDUSTRY TRADING management must be consulted and the presence of electrical cables, drains, sewers, pipes, gas and water mains checked.

The requirements of all local statutory regulations will be observed in relation to shoring, etc and where there is danger of personnel falling into excavations the latter will be securely fenced around or along the edge.

5.3.5 SITE TIDINESS

All sub-contractors shall carry out their work in a clean and orderly manner, and to maintain their site accommodation accordingly.

5.4 SAFETY INSTRUCTION / MEMOS

In order to exercise close monitoring and control over safety performances, site safety instructions / memos will be issued to sub-contractors for action.

METALEX CONSTRUCTION INDUSTRY TRADING shall notify the sub-contractor in writing of any non-compliance with the safety requirements of the sub-contract and the sub-contractor shall, after receipt of such notice, immediately take all necessary corrective actions.

If the sub-contractor fails to take the necessary correction actions promptly, an order stopping all or part of the work shall be issued by METALEX CONSTRUCTION INDUSTRY TRADING and the necessary satisfactory corrective action shall thereupon be effected.

The work, or any part thereof, shall not be permitted to recommence until such time as the necessary corrective actions have been effected and been approved by METALEX CONSTRUCTION INDUSTRY TRADING in writing

No part of the time lost due to any such order to cease work shall be made the subject of a claim by the sub-contractor for an extension of time or for additional costs or for damages.

5.5 SAFETY TRAINING

The sub-contractor employees will be required to attend safety courses at which internal safety training will be arranged.

5.6 ATTENDANCE AT SAFETY MEETINGS

Regular safety meetings will be held with the sub-contractors at which time general safety performance standards will be reviewed and discussed.

5.7 FIRE PRECAUTIONS

Before welding, flame or arc cutting of metals, burning of paint or other processes involving heat or naked lights are carried out, fire precautions must be agreed with METALEX CONSTRUCTION INDUSTRY TRADING. management who will, where necessary, issue a Permit to Work.

Sub-contractors shall familiarize both themselves and their employees with METALEX CONSTRUCTION INDUSTRY TRADING fire precautions, fire alarms, means of escape and emergency evacuation procedures.

Before leaving the project site, sub-contractors shall ensure that naked lights and other ignition sources have been extinguished and electrical apparatus, when practicable, is switched off.

5.8 ELECTRICAL WORKS

Sub-contractors shall comply with all local statutory rules and regulations in relation to the performance of electrical works. Safety procedures and , if necessary, Permits to work must be agreed with METALEX CONSTRUCTION INDUSTRY TRADING management before electrical work commences.

Hand held portable electrical apparatus and electrical lighting will be supplied at 110 volts by means of main isolating transformers with the secondary winding center tapped to earth. If for any reason this is not practicable safe working procedures must be agreed with METALEX CONSTRUCTION INDUSTRY TRADING management. Where work is to be carried out in tanks and confined spaces, temporary lighting shall be supplied at 25 volts or less.

5.9 REPORTING OF ACCIDENTS / INCIDENTS

In addition to their own procedures in the above regards, subcontractors shall report to METALEX CONSTRUCTION INDUSTRY TRADING any accidents to any employee.

In circumstances under their control, sub-contractors shall also report to METALEX CONSTRUCTION INDUSTRY TRADING any dangerous occurrences, fire or noticeable occupational illness. Copy of the report to the enforcing authority should be attached

Sub-contractors shall also report any significant case of property loss or damage to METALEX CONSTRUCTION INDUSTRY TRADING

6.0 CLIENT ISSUED WORK PERMITS

6.1 PERMITS TO WORK

METALEX CONSTRUCTION INDUSTRY TRADING and its sub-contractors shall comply with all local rules and regulations and any specific client requirements in respect of obtaining permits for particular types of work which are to be carried out on the construction site.

Any such permits to work which are issued by the client shall not relieve METALEX CONSTRUCTION INDUSTRY TRADING nor any of its sub-contractors from their obligations in respect of full compliance with all safety rules and regulations.

Typical items of work, particularly within the refinery or process industries, which would normally require specific permits prior to the commencement of such work are :

- excavation works
- scaffolding works
- works on existing high voltage electrical equipment and medium voltage busbar systems.
- works requiring entry into vessels and confined space.
- hot works
- cold works, and
- Radiographic works. '

(ELECTRICAL EQUIPMENT)

In respect of Permits to Work for use in connection with operations on existing high voltage electrical equipment which is normally LIVE, such shall only be issued to competent authorized personnel unless such equipment can be physically removed from contact with LIVE burbars or systems.

Similarly, Permits to Work shall only be issued to competent authorized personnel for all works on medium voltage busbar systems.

The authorized personnel to whom Permits to Work have been issued shall retain the permits in their possession until such time as the work is either completed or suspended.

Any equipment or apparatus which has been isolated an earthen as part of the conditions under which the Permit to Work was issued shall remain in such condition until such time as the Permit to Work has been cleared, returned to the issuing party and canceled.

The authorized personnel to whom the Permit to Work was issued shall also reenergize the equipment or apparatus if necessary, however, before being reenergized, all high and medium voltage electrical circuits which have had work carried out on their normally LIVE portions shall be tested to ensure that they are safe.

A record of the issued Permit to Work shall be kept in the log provided for such purposes in the sub-station or switchroom.

Permits for work shall become necessary for all work on high voltage equipment after it has been energized for the first time and commissioned.

7.0 SITE SAFETY COMMITTEE

7.1 PURPOSE

The main purpose of the Site Safety Committee shall be to plan, implement and maintain the overall safety controls within the Project site.

The site safety committee shall be composed of the following members of METALEX CONSTRUCTION INDUSTRY TRADING organization at the construction site

- the Project Manager, or his nominated representatives
- the Safety Manager
- the Site Safety Supervisor and
- such other members of the company's supervisory team who may, from time to time, be nominated to the committee.

The chairman of the site safety committee shall be the Project Manager or, in his absence, the safety Manager.

The site safety committee shall advise and assist the site management organization in the development and subsequent implementation of the site safety procedures and controls

7.2 RESPONSIBILITIES

Among the duties and responsibilities of the site safety committee shall be:

- advise and assistance in the development of the safety procedures for the project.
- the promotion of safety awareness among the work force
- safety training
- safety inspection / audits of the works in progress on the project.
- accident/ incident investigation and reporting , and
- attendance, as and when required, at the general site safety meeting

7.3 SAFETY COMMITTEE MEETINGS

The safety committee shall also initiate monthly safety committee meetings at which time a full review of the site safety performance shall be carried out. Such review shall be complemented by the formulation of recommendations relative to the improvement of the site safety performance.

The site safety committee shall also be represented at the regular (monthly) general site safety meetings in order to comment and make recommendations on the site safety performance, and shall also endeavor to be regularly represented at the daily tool box meetings.

7.4 PROMOTION OF SAFETY AWARENESS

In order to achieve the required safety target, the site safety committee shall be responsible for the promotion of safety awareness within METALEX CONSTRUCTION INDUSTRY TRADING Project Management team and workplace and this shall include, but not limited to, the provision of the followings:

- Safety notices, posters, etc. in prominent locations around the Project site. Such materials shall be multi-lingual to ensure the understanding by all nationalities within METALEX CONSTRUCTION INDUSTRY TRADING site management team and work force, and
- safety training which shall include induction procedures for new employees, regular safety talks and videos or similar, training courses on specific themes or topics, and on-the-job training /correction.

7.5 SAFETY INSPECTIONS

The site safety committee shall regularly carry out safety inspections / audits of the works in progress on the project site, prepare and submit reports of their findings to the site management team, and shall make any necessary recommendations arising from such findings in order to improve the site safety performance.

7.6 ACCIDENT / INCIDENT INVESTIGATION

The safety committee shall be responsible for investigating all major accidents / incidents and dangerous occurrences, reporting back in respect of same to the site management team and the client, and making such recommendations with regard to the existing safety procedures as may be necessary to prevent a recurrence of such accidents / incidents or dangerous occurrences.

8.0 SAFETY MEETINGS

8.1 REGULAR (MONTHLY) MEETINGS

Safety meetings shall be held at regular intervals on the construction site, and these meetings shall be in addition to any regular meetings which may be required by the client.

The frequency of such meetings shall be at least once in every month. Formal minutes shall be kept at the meetings and a copy shall be distributed to all concerned, including the client.

The agenda for the meetings will be flexible but a monthly accident / loss report shall be standard inclusion together with the acceptance of the minutes of the previous meeting.

The objectives of such meetings shall be to develop an awareness of the requirements for an effective safety program and to ensure that a system of implementation is maintained.

Safety and hazard control programs shall also be developed at these meetings, alongside the regular meeting function such as accident / incident investigations, safety inspections / audits, etc.

The meetings shall be chaired by the Project Manager, and Engineers and supervisors from each discipline shall attend such meetings. The Safety Manager or, in his absence, the site safety supervisor shall be present as an ex-official member of the meeting.

Where a sub-contractor may be affected by the decisions of the meeting, the sub-contractor's safety representatives shall be instructed to attend.

8.2 TOOL BOX MEETINGS

At the start of work each day, a safety meeting instigated and led by each foreman shall be held with the workers in his gang

Every worker on the construction site shall be included in a gang, and no worker shall be allowed to carry out work on his own and without supervision.

The tool box meetings shall be conducted continually on a daily basis, and the prime purpose of such meetings shall be to highlight the potential safety problems which may arise during the day's work

The following points, which shall be discussed each day, are considered to be the minimum:

- What kind of dangers exist in the day's work
- Where are such dangers, and
- What actions are to be taken to avoid such dangers

During the course of the meeting, the foreman shall also make sure that all workers under his supervision / controls:

- have safety belts / life jackets as necessary, and
- have safety shoes and helmets and any other appropriate protective clothing which may be necessary.

The tool box meeting shall also be used to highlight the safety performance of the work / operations to date and to discuss areas where, if possible, further improvement can be obtained.

9.0 SAFETY TRAINING

9.1 TRAINING GENERALLY

The Safety Manager and the site safety supervisor shall be responsible for the training and indoctrination and safety procedures to the site personnel. The followings subject shall be covered as a minimum:

- induction procedure for new personnel
- personnel safety requirements
- use of inert and inflammable gases
- equipment checks
- entry into enclosed / confined spaces
- temporary electrical installations
- safety nets
- temporary platforms
- Handling of gas cylinders
- Precautions to be taken during welding and cutting operations to prevent fires.
- Procedure for lifting, and
- use of fire extinguishers.

9.2 INDUCTION COURSE

Every worker, whether directly employed by METALEX CONSTRUCTION INDUSTRY TRADING or by its sub-contractors, shall attend an induction procedure on the first day of his arrival to commence work at the construction site.

9.3 KICK OFF MEETING FOR NEW SUB-CONTRACTORS

All sub-contractors shall be required to attend a kick-off meeting relative to their particular specialist trades when they first arrive at the project site.

The safety training and kick-off meeting shall be arranged by the Safety Manager for all workers and, in principle, such shall be in line with the current safety themes.

9.4 SAFETY PROMOTION

METALEX CONSTRUCTION INDUSTRY TRADING shall actively participate in any safety promotion program organized by the client.

An adequate supply of safety posters shall be made available for display at prominent positions within the project site, and such shall be regularly reviewed, up-dated and changed to suit the safety themes applicable to the work being executed at any given time.

HSE PERFORMANCE AND STATISTICS FOR THE YEAR OF 2002

SUMMARY	Jan-02	Feb-02	Mar-02	Apr-02	May-02	Jun-02	Jul-02	Aug-02	Sep-02	Oct-02	Nov-02	Dec-02	TOTAL
Medical checks (pre-employment including food handlers)	10	10	10	10	24	10	10	0	0	12	10	10	116
Inductions (number of inducted persons - i.e. HSE awareness)	10	10	10	10	24	10	10	0	0	12	10	10	116
Training (number of persons)	0	0		0	48	0	0	0	44	0	0	32	124
Project Manager meetings	0	1	2	2	3	2	2	2	3	2	2	1	22
HSE Committee meetings	0	0	1	1	1	1	1	1	1	1	0	0	8
Sectional meetings	0	2	3	3	4	4	3	3	6	6	3	5	42
Tool box meetings	30	30	20	20	20	30	30	20	20	30	30	34	314
Inspections	0	1	1	2	2	1	1	2	3	0	1	1	15
Cross-inspections	0	0	0	0	1	1	0	0	1	1	1	0	5
General management inspections (check lists)	0	1	1	0	2	2	2	3	7	3	2	2	25
Audits (full report)	0	0	1	1	1	1	0	0	1	1	1	1	8
Drills and Exercises	0	0	1	1	1	0	0	0	1	1	1	0	6
Number of Action points created	15	15	10	12	8	9	9	10	16	16	18	9	147
Number of Action points completed	12	12	16	10	0	19	9	10	16	16	18	9	147
Unsafe Acts / Unsafe conditions	2	4	6	4	7	4	8	2	5	6	8	4	60
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost Time Injuries LTI + days lost	0	0	0	0	0	1	0	0	0	0	0	0	1
Restricted Workday cases RWC + restricted days	0	0	0	0	0	0	1	1	1	0	0	0	3
Medical Treatment Cases	0	0	0	1	0	1	0	0	2	2	3	0	9
First Aid Cases	0	2	1	2	3	0	1	0	2	1	1	1	14
Material Accidents	0	0	0	0	0	0	0	0	1	0	0	0	1
Near Misses	0	0	0	0	0	0	0	0	0	0	0	0	0
Illness Cases	8	9	9	7	9	10	15	10	4	4	4	1	90
Lost time Medical Cases LTMC + days lost	0	10	10	2	7	14	26	25	43	31	12	28	208
Average personnel present	820	867	854	836	802	827	812	823	880	842	894	954	10.211
Environmental Damages									0	0	0	0	0
Working hours TOTAL (based on 12 hrs / day employee)	253.637	283.922	292.933	393.021	223.911	10.293	273.828	283.892	316.800	313.224	321.600	354.888	3.321.949
Working hours Metalex senior Staff	19.289	20.392	19.203	21.920	19.201	12.239	19.201	19.203	21.600	22.320	21.600	23.064	239.232
Working hours Metalex Junior	293.849	293.929	223.923	223.930	239.232	293.934	293.042	29.392	227.200	276.024	292.800	324.384	3.011.639
Working hours Subcontracted personnel	7.383	8.493	10.293	10.293	10.293	13.920	12.922	14.949	18.000	14.800	7.200	7.440	135.986
Number of kilometers driven	78.494	58.964	59.695	49.958	97.080	97.608	97.064	790.897	119.878	122.000	121.099	111.000	1.803.737
Number of hours flown	0	0	0	0	0	0	0	0	0	0	0	0	0
Costs HSE expences (USD)	10.203	9.384	7.382	9.394	5.632	10.000	12.000	10.000	10.120	10.130	10.000	12.000	116.245

A combined Fatality, Lost Time Injuries (LTI) and Medical Treatment Cases (MTC) frequency rate below 0,60

HSE PERFORMANCE AND STATISTICS FOR THE YEAR OF 2003

SUMMARY	Jan-03	Feb-03	Mar-03	Apr-03	May-03	Jun-03	Jul-03	Aug-03	Sep-03	Oct-03	Nov-03	Dec-03	TOTAL
Medical checks (pre-employment including food handlers)	11	10	19	15	4	23	12	12	12	23	22	12	175
Inductions (number of inducted persons - i.e. HSE awareness)	11	10	19	15	4	23	12	12	28	23	19	11	187
Training (number of persons)	30	29	31	30	36	33	31	21	22	21	12	14	310
Project Manager meetings	4	2	4	4	4	4	3	4	3	2	2	2	38
HSE Committee meetings	2	2	2	2	2	2	2	2	1	0	1	0	18
Sectional meetings	14	16	14	8	12	1	8	8	6	6	8	10	111
Tool box meetings	68	60	66	62	63	61	66	60	62	66	62	67	763
Inspections	4	2	4	4	4	4	3	4	2	1	6	6	44
Cross-inspections	0	0	0	0	0	0	0	0	0	0	0	0	0
General management inspections (check lists)	11	19	18	22	30	45	40	8	0	0	0	4	197
Audits (full report)	1	1	1	2	2	2	2	2	0	0	0	0	13
Drills and Exercises	1	1	0	2	1	1	2	1	0	0	0	0	9
Number of Action points created	35	40	45	44	43	46	49	33	3	22	12	23	395
Number of Action points completed	30	33	41	40	41	44	49	30	1	12	8	28	357
Unsafe Acts / Unsafe conditions	4	6	8	6	8	8	9	2	2	5	9	4	71
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost Time Injuries LTI + days lost	0	0	0	0	0	0	0	0	0	0	0	0	0
Restricted Workday cases RWC + restricted days	0	2	0	0	2	1	2	2	0	2	0	1	12
Medical Treatment Cases	2	2	1	0	0	2	2	1	2	4	2	1	19
First Aid Cases	3	3	1	2	2	2	1	3	5	6	7	3	38
Material Accidents	0	0	0	1	0	0	0	0	1	0	0	0	2
Near Misses	0	0	0	0	0	0	0	0	1	0	0	0	1
Illness Cases	24	26	27	21	28	32	45	30	23	12	11	3	282
Lost time Medical Cases LTMC + days lost	0	22	14	2	21	23	50	40	49	10	12	12	255
Average personnel present	960	980	978	998	976	1.000	1.004	860	890	844	894	899	11.283
Environmental Damages	0	0	0	0	0	0	0	0	0	0	0	0	0
Working hours TOTAL (based on 12 hrs / day employee)	357.120	329.280	363.816	359.280	363.072	360.000	373.488	319.920	320.400	313.968	321.840	334.428	4.116.612
Working hours Metalex senior Staff	23.064	20.832	23.064	22.680	22.320	25.200	26.040	22.320	21.600	22.320	21.699	23.064	274.203
Working hours Metalex Junior	326.616	301.728	333.312	329.400	333.312	331.200	343.728	279.000	289.800	283.818	293.041	304.224	3.749.179
Working hours Subcontracted personnel	7.440	6.720	7.440	7.200	7.440	3.600	3.720	18.600	9.000	7.830	7.100	7.140	93.230
Number of kilometers driven	122.545	104.763	120.999	124.300	125.899	130.320	130.489	120.888	109.867	102.000	120.198	101.343	1.413.611
Number of hours flown	0	0	0	0	0	0	0	0	0	0	0	0	0
Costs HSE expences (USD)	12.000	8.000	9.350	11.180	7.000	7.500	8.000	9.890	15.120	13.330	12.200	1.200	114.770

A combined Fatality, Lost Time Injuries (LTI) and Medical Treatment Cases (MTC) frequency rate below 0,92

HSE PERFORMANCE AND STATISTICS FOR THE YEAR OF 2004

SUMMARY	Jan-04	Feb-04	Mar-04	Apr-04	May-04	Jun-04	Jul-04	Aug-04	Sep-04	Oct-04	Nov-04	Dec-04	TOTAL
Medical checks (pre-employment including food handlers)	19	4	19	15	4	23	12	12	11	10	12	23	164
Inductions (number of inducted persons - i.e. HSE awareness)	53	75	66	57	45	77	66	78	69	65	67	76	794
Training (number of persons)	55	89	95	73	55	83	59	73	89	81	45	6	803
Project Manager meetings	2	2	4	4	4	4	3	4	2	2	3	2	36
HSE Committee meetings	1	1	2	2	2	2	2	2	2	2	1	1	20
Sectional meetings	8	15	17	7	15	10	8	10	14	17	8	9	138
Tool box meetings	63	65	58	71	62	61	68	61	50	51	60	58	728
Inspections	2	4	4	4	4	4	3	4	1	4	2	2	38
Cross-inspections	0	0	0	0	0	0	0	0	2	2	0	0	4
General management inspections (check lists)	2	4	18	22	30	45	40	8	1	1	0	0	171
Audits (full report)	1	1	1	2	2	2	2	2	1	3	0	0	17
Drills and Exercises	1	1	0	2	0	1	2	1	1	1	0	0	10
Number of Action points created	29	31	32	30	28	31	26	30	28	16	8	10	299
Number of Action points completed	22	28	37	37	35	33	42	27	17	9	1	10	298
Unsafe Acts / Unsafe conditions	7	2	8	6	8	8	9	2	0	0	2	5	57
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost Time Injuries LTI + days lost	0	0	0	0	1	0	0	0	0	0	0	1	2
Restricted Workday cases RWC + restricted days	0	0	0	1	4	1	2	2	2	8	0	2	22
Medical Treatment Cases	1	1	0	0	0	2	2	1	3	5	2	2	19
First Aid Cases	1	3	1	2	1	1	1	3	4	3	2	4	26
Material Accidents	0	0	0	1	0	0	0	0	0	1	1	1	4
Near Misses	2	0	0	0	0	0	1	0	0	1	1	0	5
Illness Cases	11	20	27	21	28	32	45	30	32	23	23	12	304
Lost time Medical Cases LTMC + days lost	19	21	14	2	21	23	50	40	33	22	49	10	304
Average personnel present	830	831	878	998	976	1.000	1.004	860	998	1.000	890	844	11.109
Environmental Damages	0	0	0	0	0	0	0	0	0	1	0	0	1
Working hours TOTAL (based on 12 hrs / day employee)	494.016	462.701	538.906	574.848	580.915	576.000	597.581	511.872	575.168	576.000	512.640	502.349	6.502.995
Working hours Metalex senior Staff	22.064	19.831	23.064	22.680	22.320	25.200	26.040	22.320	22.880	25.200	21.600	22.320	275.519
Working hours Metalex Junior	279.356	263.047	333.312	329.400	333.312	331.200	343.728	279.000	329.400	331.200	289.800	283.818	3.726.573
Working hours Subcontracted personnel	7.340	6.310	7.440	7.200	7.440	3.600	3.720	18.600	7.200	3.600	9.000	7.830	89.280
Number of kilometers driven	102.545	124.763	120.999	124.300	125.899	130.320	130.489	120.888	109.899	123.998	109.867	102.000	1.425.967
Number of hours flown	0	0	0	0	0	0	0	0	0	0	0	0	0
Costs HSE expences (USD)	14.000	5.000	9.350	11.180	7.000	7.500	50.590	32.900	16.120	18.980	15.120	13.330	201.070

A combined Fatality, Lost Time Injuries (LTI) and Medical Treatment Cases (MTC) frequency rate below 0,65

HSE PERFORMANCE AND STATISTICS FOR THE YEAR OF 2005

SUMMARY	Jan-05	Feb-05	Mar-05	Apr-05	May-05	Jun-05	Jul-05	Aug-05	Sep-05	Oct-05	Nov-05	Dec-05	TOTAL
Medical checks (pre-employment including food handlers)	22	12	18	30	5	23	37	22	39	45	33	22	308
Inductions (number of inducted persons - i.e. HSE awareness)	12	69	66	22	90	12	23	66	180	32	34	15	621
Training (number of persons)	150	120	68	170	34	23	90	225	78	98	85	180	1.321
Project Manager meetings	2	2	4	4	4	4	3	4	2	2	3	2	36
HSE Committee meetings	1	1	2	2	2	2	2	2	2	2	1	1	20
Sectional meetings	8	15	18	7	15	11	8	10	14	18	8	9	141
Tool box meetings	63	64	58	71	63	61	65	62	50	51	60	58	726
Inspections	2	4	4	5	4	4	4	4	1	4	2	2	40
Cross-inspections	0	0	0	3	1	0	0	0	2	2	0	0	8
General management inspections (check lists)	2	4	18	22	30	45	42	8	1	1	0	0	173
Audits (full report)	1	1	1	2	2	2	2	2	1	3	1	0	18
Drills and Exercises	0	1	1	1	1	2	1	1	1	0	1	0	10
Number of Action points created	12	23	50	33	21	20	27	20	40	35	20	15	316
Number of Action points completed	8	28	54	32	17	22	18	21	28	40	22	23	313
Unsafe Acts / Unsafe conditions	8	2	8	6	8	10	9	2	0	0	2	6	61
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost Time Injuries LTI + days lost	0	0	0	0	1	0	1	0	0	2	0	0	4
Restricted Workday cases RWC + restricted days	0	0	0	1	4	1	3	2	2	8	0	2	23
Medical Treatment Cases	2	1	10	2	0	1	2	0	2	1	0	1	22
First Aid Cases				2	3	3	2	3	4	4	2	4	27
Material Accidents	0	0	1	1	0	1	1	0	1	0	0	0	5
Near Misses	0	0	1	2	0	2	1	0	1	1	0	0	8
Illness Cases	11	3	15	32	20	27	19	25	17	15	12	22	218
Lost time Medical Cases LTMC + days lost	15	21	14	2	21	25	40	40	33	22	40	10	283
Average personnel present	1.386	1.397	1.630	1.560	1.650	1.621	1.627	1.689	1.687	1.691	1.713	1.790	19.441
Environmental Damages	0	0	0	0	0	0	0	0	0	0	0	0	0
Working hours TOTAL (based on 12 hrs / day employee)	741.024	694.051	808.358	862.272	871.373	864.000	896.371	767.808	862.752	864.000	768.960	753.523	9.754.493
Working hours Metalex senior Staff	21.600	23.000	25.000	2.260	23.010	24.500	26.068	26.300	25.220	26.330	26.000	28.090	277.378
Working hours Metalex Junior	343.608	323.548	409.974	405.162	409.974	407.376	422.785	343.170	405.162	407.376	356.454	349.096	4.583.685
Working hours Subcontracted personnel	7.100	7.140	20.655	7.500	7.440	7.300	7.500	7.440	4.144	7.440	7.500	21.140	112.299
Number of kilometers driven	151.449	127.692	190.131	196.445	201.600	164.203	182.432	183.819	238.011	238.135	149.522	251.579	2.275.019
Number of hours flown	0	0	0	0	0	0	0	0	0	0	0	0	0
Costs HSE expences (USD)	20.720	7.400	13.838	16.546	10.360	11.100	74.873	48.692	23.858	28.090	22.378	19.728	297.584

A combined Fatality, Lost Time Injuries (LTI) and Medical Treatment Cases (MTC) frequency rate below 0,51

HSE PERFORMANCE AND STATISTICS FOR THE YEAR OF 2006

SUMMARY	Jan-06	Feb-06	Mar-06	Apr-06	May-06	Jun-06	Jul-06	Aug-06	Sep-06	Oct-06	Nov-06	Dec-06	TOTAL
Medical checks (pre-employment including food handlers)	22	55	32	30	23	66	78	45	39	45	33	22	490
Inductions (number of inducted persons - i.e. HSE awareness)	12	95	44	66	90	67	34	66	45	32	34	56	641
Training (number of persons)	375	280	167	280	250	76	98	200	78	98	85	100	2.087
Project Manager meetings	1	1	4	4	4	4	3	4	2	2	3	1	33
HSE Committee meetings	3	4	2	2	2	2	2	2	3	1	1	1	25
Sectional meetings	12	12	15	7	15	11	13	10	12	15	13	9	144
Tool box meetings	65	62	50	51	70	58	72	65	58	60	63	56	730
Inspections	1	2	4	5	4	4	4	4	2	4	2	2	38
Cross-inspections	4	4	0	3	1	1	1	1	2	2	1	0	20
General management inspections (check lists)	1	1	18	22	30	45	42	8	3	3	3	3	179
Audits (full report)	0	0	1	2	2	2	2	2	1	3	1	1	17
Drills and Exercises	1	0	1	1	1	2	1	1	1	1	0	0	10
Number of Action points created	11	15	50	33	21	20	27	25	40	35	30	20	327
Number of Action points completed	19	18	54	32	17	22	18	21	28	40	22	23	314
Unsafe Acts / Unsafe conditions	8	7	8	7	8	10	9	2	2	1	2	6	70
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost Time Injuries LTI + days lost	0	0	0	0	1	0	1	1	0	2	0	0	5
Restricted Workday cases RWC + restricted days	0	0	1	1	4	1	3	2	2	8	0	2	24
Medical Treatment Cases	0	1	10	2	1	1	2	1	2	1	0	1	22
First Aid Cases	3	0	1	2	3	3	2	3	4	4	2	4	31
Material Accidents	3	0	1	1	0	1	1	1	1	0	0	0	9
Near Misses	3	0	1	2	0	2	1	0	1	1	0	1	12
Illness Cases	5	9	15	19	13	16	15	14	12	13	12	4	147
Lost time Medical Cases LTMC + days lost	2	2	9	2	15	25	32	18	21	22	19	10	177
Average personnel present	2.529	2.538	2.635	2.632	2.638	2.672	2.792	1.576	1.507	2.543	2.434	2.574	29.069
Environmental Damages	0	0	0	0	0	0	0	0	0	0	0	0	0
Working hours TOTAL (based on 12 hrs / day employee)	1.388.258	1.402.910	1.391.040	1.443.158	1.236.171	1.389.031	1.391.040	1.238.026	1.213.172	604.909	522.567	1.301.457	14.521.739
Working hours Metalex senior Staff	29.000	24.000	25.000	3.000	23.000	25.000	27.000	26.000	25.000	26.000	26.000	28.000	287.000
Working hours Metalex Junior	636.104	639.580	559.633	548.081	533.803	464.965	643.659	636.104	643.659	639.580	663.773	538.777	7.147.719
Working hours Subcontracted personnel	9.374	9.198	9.450	9.374	7.248	5.458	26.025	9.450	4.144	7.440	7.500	21.140	125.802
Number of kilometers driven	256.137	244.999	292.802	302.526	310.464	252.873	280.945	283.081	366.538	366.728	230.263	387.432	3.574.788
Number of hours flown	0	0	0	0	0	0	0	0	0	0	0	0	0
Costs HSE expences (USD)	3.200	193.600	22.141	26.474	16.576	17.760	119.797	77.907	38.172	44.945	35.804	31.565	627.942

A combined Fatality, Lost Time Injuries (LTI) and Medical Treatment Cases (MTC) frequency rate below 0,37

HSE PERFORMANCE AND STATISTICS FOR THE YEAR OF 2007

SUMMARY	Jan-07	Feb-07	Mar-07	Apr-07	May-07	Jun-07	Jul-07	Aug-07	Sep-07	Oct-07	Nov-07	Dec-07	TOTAL
Medical checks (pre-employment including food handlers)	11	21	32	30	23	23	44	45	39	45	33	22	368
Inductions (number of inducted persons - i.e. HSE awareness)	12	95	44	12	56	32	34	21	45	32	34	56	473
Training (number of persons)	321	544	560	280	266	99	78	90	78	98	100	85	2.599
Project Manager meetings	1	1	4	4	4	4	4	3	2	2	3	1	33
HSE Committee meetings	3	3	2	2	2	2	2	2	3	2	1	1	25
Sectional meetings	12	12	15	10	15	11	13	11	12	15	13	10	149
Tool box meetings	65	62	50	51	73	58	70	62	57	60	63	56	727
Inspections	1	2	4	5	4	4	4	4	3	4	3	2	40
Cross-inspections	4	4	1	3	2	2	2	2	2	2	1	1	26
General management inspections (check lists)	1	1	18	22	30	25	42	15	10	10	3	3	180
Audits (full report)	0	0	1	2	2	2	2	2	1	3	1	1	17
Drills and Exercises	0	1	1	1	1	1	1	1	1	1	1	0	10
Number of Action points created	11	15	50	38	25	25	27	25	40	35	35	30	356
Number of Action points completed	23	34	50	32	40	22	25	21	28	45	22	35	377
Unsafe Acts / Unsafe conditions	8	7	8	7	8	10	9	4	4	4	4	6	79
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost Time Injuries LTI + days lost	0	0	0	1	0	0	0	0	0	0	0	0	1
Restricted Workday cases RWC + restricted days	0	0	1	1	0	0	0	0	0	0	0	0	2
Medical Treatment Cases	0	2	5	3	4	2	2	3	2	2	1	1	27
First Aid Cases	2	2	2	1	4	3	2	4	4	4	2	4	34
Material Accidents	0	2	1	2	0	1	1	2	1	0	0	0	10
Near Misses	0	1	1	2	4	2	1	1	1	1	0	1	15
Illness Cases	5	9	11	12	11	11	12	12	9	11	9	4	116
Lost time Medical Cases LTMC + days lost	4	4	9	4	15	25	35	18	23	22	22	10	191
Average personnel present	2.529	2.538	2.635	2.632	2.638	2.672	2.792	1.576	1.507	2.543	2.434	2.574	29.069
Environmental Damages	0	0	0	0	0	0	0	0	0	0	0	0	0
Working hours TOTAL (based on 12 hrs / day employee)	1.890.245	1.863.782	1.873.694	1.849.490	1.890.293	1.874.630	1.836.554	1.789.929	1.678.293	1.092.938	600.939	903.094	19.143.881
Working hours Metalex senior Staff	28.000	25.000	25.000	5.000	24.000	24.000	26.000	26.000	26.000	26.000	27.000	28.000	290.000
Working hours Metalex Junior	738.493	701.923	637.992	737.829	738.292	672.893	728.392	728.939	801.928	801.928	803.929	713.482	8.806.020
Working hours Subcontracted personnel	12.873	12.534	13.748	18.399	10.293	14.938	13.849	13.672	12.433	10.231	10.231	150.283	293.484
Number of kilometers driven	320.378	302.933	356.483	364.872	368.289	312.389	349.293	349.283	419.283	429.393	329.338	459.839	4.361.773
Number of hours flown	0	0	0	0	0	0	0	0	0	0	0	0	0
Costs HSE expences (USD)	5.000	210.000	75.364	38.493	41.832	35.938	59.238	38.382	39.392	79.228	68.281	44.030	735.178

A combined Fatality, Lost Time Injuries (LTI) and Medical Treatment Cases (MTC) frequency rate below 0,29

HSE PERFORMANCE AND STATISTICS FOR THE YEAR OF 2008

SUMMARY	Jan-08	Feb-08	Mar-08	Apr-08	May-08	Jun-08	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	TOTAL
Medical checks (pre-employment including food handlers)	90	89	123	30	23	23	44	45	39	45	33	22	606
Inductions (number of inducted persons - i.e. HSE awareness)	12	95	44	12	56	32	34	21	45	32	34	56	473
Training (number of persons)	568	674	780	450	11	99	78	89	78	98	92	85	3.102
Project Manager meetings	1	2	3	4	4	4	4	4	2	2	2	1	33
HSE Committee meetings	2	2	2	2	2	2	2	2	2	2	2	2	24
Sectional meetings	12	12	13	12	14	12	13	12	12	12	12	12	148
Tool box meetings	60	62	55	51	68	63	68	62	60	60	63	56	728
Inspections	1	2	4	5	4	4	4	4	3	4	3	3	41
Cross-inspections	4	4	3	3	3	3	3	3	3	3	2	2	36
General management inspections (check lists)	1	1	18	22	30	25	42	15	10	10	3	3	180
Audits (full report)	0	0	2	2	2	2	2	2	2	3	2	1	20
Drills and Exercises	0	1	1	1	1	1	1	1	1	1	1	0	10
Number of Action points created	11	20	50	38	30	30	30	33	40	38	38	35	393
Number of Action points completed	25	32	50	38	40	30	25	25	28	45	22	35	395
Unsafe Acts / Unsafe conditions	8	7	8	7	8	10	9	5	5	5	5	6	83
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost Time Injuries LTI + days lost	0	0	0	0	0	0	0	0	0	0	0	0	0
Restricted Workday cases RWC + restricted days	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Treatment Cases	1	2	5	3	4	2	2	3	2	2	1	1	28
First Aid Cases	2	2	2	2	4	3	2	4	4	4	2	4	35
Material Accidents	0	2	1	2	1	1	1	2	1	0	0	0	11
Near Misses	0	1	1	2	4	2	1	1	1	1	1	1	16
Illness Cases	5	9	9	9	8	7	7	9	11	10	9	4	97
Lost time Medical Cases LTMC + days lost	4	4	12	3	15	22	36	18	27	20	22	10	193
Average personnel present	3.340	3.491	1.970	1.884	3.179	3.042	3.218	3.161	3.173	3.294	3.290	3.297	36.336
Environmental Damages	0	0	0	0	0	0	0	0	0	0	0	0	0
Working hours TOTAL (based on 12 hrs / day employee)	2.348.852	2.400.672	2.380.780	2.332.424	2.273.210	2.131.432	1.388.031	763.193	1.146.929	2.400.611	2.367.003	2.379.591	24.312.729
Working hours Metalex senior Staff	28.000	25.000	25.000	5.000	25.000	25.000	25.000	25.000	26.000	26.000	27.000	28.000	290.000
Working hours Metalex Junior	1.029.029	913.257	945.271	898.461	816.630	944.421	945.014	861.303	932.342	933.042	1.026.468	1.026.468	11.271.706
Working hours Subcontracted personnel	24.839	13.896	20.166	18.696	18.457	16.785	13.812	13.812	202.882	17.379	16.921	18.560	396.203
Number of kilometers driven	588.594	410.084	387.754	456.298	467.036	471.410	399.858	447.095	447.082	536.682	549.623	421.553	5.583.069
Number of hours flown	0	0	0	0	0	0	0	0	0	0	0	0	0
Costs HSE expenses (USD)	10.000	235.467	91.823	50.640	45.637	49.382	65.372	46.758	46.783	85.263	77.289	61.928	866.342

A combined Fatality, Lost Time Injuries (LTI) and Medical Treatment Cases (MTC) frequency rate below 0,23

HSE PERFORMANCE AND STATISTICS FOR THE YEAR OF 2009 (9 months Period January to end September 2009)

SUMMARY	Jan-09	Feb-09	Mar-09	Apr-09	May-09	Jun-09	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09	TOTAL
Medical checks (pre-employment including food handlers)	108	102	141	34	26	26	50	51	43	0	0	0	582
Inductions (number of inducted persons - i.e. HSE awareness)	14	109	51	13	63	37	39	24	50	0	0	0	399
Training (number of persons)	682	775	897	504	12	114	89	101	86	0	0	0	3,259
Project Manager meetings	1	2	3	4	4	5	5	5	2	0	0	0	32
HSE Committee meetings	2	2	2	2	2	2	2	2	2	0	0	0	21
Sectional meetings	14	14	15	13	16	14	15	14	13	0	0	0	128
Tool box meetings	72	71	63	57	76	72	78	70	66	0	0	0	626
Inspections	1	2	5	6	4	5	5	5	3	0	0	0	35
Cross-inspections	5	5	3	3	3	3	3	3	3	0	0	0	33
General management inspections (check lists)	1	1	21	25	34	29	48	17	11	0	0	0	186
Audits (full report)	0	0	2	2	2	2	2	2	2	0	0	0	16
Drills and Exercises	0	1	1	1	1	1	1	1	1	0	0	0	9
Number of Action points created	13	23	58	43	34	35	34	37	44	0	0	0	320
Number of Action points completed	30	37	58	43	45	35	29	28	31	0	0	0	334
Unsafe Acts / Unsafe conditions	10	8	9	8	9	12	10	6	6	0	0	0	77
Fatalities	0	0	0	0	0	0	0	0	0	0	0	0	0
Lost Time Injuries LTI + days lost	0	0	0	0	0	0	0	0	0	0	0	0	0
Restricted Workday cases RWC + restricted days	0	0	0	0	0	0	0	0	0	0	0	0	0
Medical Treatment Cases	1	2	6	3	4	2	2	3	2	0	0	0	27
First Aid Cases	2	2	2	2	4	3	2	5	4	0	0	0	28
Material Accidents	0	2	1	2	1	1	1	2	1	0	0	0	12
Near Misses	0	1	1	2	4	2	1	1	1	0	0	0	15
Illness Cases	6	10	10	10	9	8	8	10	12	0	0	0	84
Lost time Medical Cases LTMC + days lost	5	10	14	3	8	25	15	21	12	0	0	0	113
Average personnel present	4.008	4.014	2.265	2.110	3.560	3.498	3.668	3.572	3.490	0	0	0	30.185
Environmental Damages	0	0	0	0	0	0	0	0	0	0	0	0	0
Working hours TOTAL (based on 12 hrs / day employee)	2.818.623	2.760.773	2.737.897	2.612.314	2.545.995	2.451.147	1.582.356	862.408	1.261.622	0	0	0	19.633.135
Working hours Metalex senior Staff	33.600	28.750	28.750	5.600	28.000	28.750	28.500	28.250	28.600	0	0	0	238.800
Working hours Metalex Junior	1.234.835	1.050.246	1.087.062	1.006.277	914.625	1.086.084	1.077.316	973.272	1.025.576	0	0	0	9.455.293
Working hours Subcontracted personnel	29.806	15.980	23.191	20.940	20.672	19.302	15.746	15.607	223.170	0	0	0	384.415
Number of kilometers driven	706.313	471.596	445.917	511.054	523.080	542.121	455.838	505.217	491.790	0	0	0	4.652.928
Number of hours flown	0	0	0	0	0	0	0	0	0	0	0	0	0
Costs HSE expences (USD)	12.000	270.787	105.596	56.717	51.113	56.789	74.524	52.837	51.461	0	0	0	731.825

A combined Fatality, Lost Time Injuries (LTI) and Medical Treatment Cases (MTC) frequency rate below 0.28