



## Health, Safety, Security and Environment (HSSE) Policy

At IBILE Oil and Gas Corporation, we value the wellbeing of our employees, contractors, customers, the communities within Lagos State, where we operate and the environment.

IOGC is committed to responsible management practices that: minimizes any adverse health, safety or environmental impact; and enhance benefits associated with our activities, products or services.

We aim to achieve this by adhering to and complying with the following:

- Providing safe and healthy workplaces and facilities for our workforce and stakeholders;
- Complying with Lagos State laws, industry laws, regulations, legal standards, and corporate requirements;
- Communicating to employees, customers, contractors, and the public, and ensuring the understanding of our policies, standards, programs and performance;
- Planning for, responding to and recovering promptly and effectively from emergencies, crisis and business disruptions;
- Protecting against threats to the security and integrity of our workforce, physical assets and information;
- Minimizing our impact on the environment through pollution prevention, emission reduction and recycling of waste;
- Establishing Health, Safety, Security and Environment objectives with achievable targets, carrying out regular reviews to measure performance and rewarding exceptional HSSE performance.

The Management of IBILE Oil and Gas Corporation is responsible for the communication and implementation of the HSSE Management System in order to conform to the above policy.

All members of staff have a responsibility to comply with the policy as the company's HSSE performance will be a crucial factor in employee performance indication.

The policy shall be regularly reviewed to ensure ongoing suitability.

  
**Doyin Akinyanju**  
**Managing Director / CEO**  
**29<sup>th</sup> January 2020**

IBILE OIL & GAS CORPORATION

## COVID-19 Management Policy

As we are all aware, Covid-19 Pandemic continues to ravage economies with substantial effects on businesses, there are intensive global efforts to contain the virus and flatten the curve.

IBILE Oil and Gas Corporation is fully committed to protecting the wellbeing of our employees, contractors and customers by providing a healthy and safe workplace.

We aim to achieve this by adhering and complying with the following:

- Filling the mandatory pre-resumption work form online via link <https://tinyurl.com/Employee-Health-Questionnaire>;
- Prior to arrival on IOGC premises, all visitors are also required to complete the visitor forms online, via link <https://tinyurl.com/Visitor-Health-Questionnaire>;
- Washing of hands with soap and water (for at least 20 seconds) thoroughly at the gate house or at the touchless handwash station at the office main building entrance;
- Checking body temperature with the automated thermometer at the entrance of the main office;
- Wearing of face masks at all times in/around the premises. No employee/visitor will be granted access into the building without face masks worn;
- Maintaining social distancing of at least two meters (2m) apart between employees;
- Disinfecting work surfaces regularly during the course of working hours;
- All employees are mandated to wash their hands at least once every hour in the office;
- Display of signage informing employees, contractors and customers of good respiratory hygiene, hand hygiene and social distancing;
- Organizing virtual meetings using video or audio conferencing meetings (e.g. Zoom);
- Strategic location of automated sanitizer dispensers in/around the premises.

The Management of IBILE Oil and Gas Corporation is responsible for the communication and implementation of the above policy.

The policy shall be regularly reviewed to ensure ongoing suitability.



**Doyin Akinyanju**  
**Managing Director/CEO**  
**8<sup>th</sup> June 2020**

IBILE OIL & GAS CORPORATION