



Total commitment to working safely and full compliance with Overwatch HSE Doctrines are acceptable conditions of employment, any business transaction and stakeholder engagement. Our “**WATCH TO ZERO**” HSE program and procedures must be adhered to at all times. Nothing less.

**Policy Statement:**

The Health and Safety of our employees are of utmost importance to our Company, Partners and Stakeholders. Overwatch is committed to the administration of a comprehensive program that promotes the health and safety of each of its employees and the environment. Protecting the well-being of employees and the public will always take precedence.

Devotion to safety is; a partnership wherein both parties share the burden of responsibility and accountability. The positive outcome of Overwatch’ safety program relies not only on management’s commitment to provide a safe work environment, but also on the individual commitment of each employee, partners and stakeholders to uphold safe working practices. Good physical health and a positive safety attitude are key contributions which employees, partners and stakeholders must make in order to prevent injuries and promote an operational environment marked by safety awareness.

Overwatch will continue to do its best to provide the necessary programs, information, and environment which will promote an injury free workplace. Together we can achieve a safe and healthful work environment protecting the well-being of Overwatch employees, partners and the ecology.

**OUR HSE Vision:**

We are committed to achieve zero harm to employees, partners, environment, communities and property and demonstrate sustainable leadership for effective occupational health, safety and environment practices. Adherence to these processes and procedures are key to achieving our long-term independence and objectives. Overwatch will continue to adapt to changing and

expanding business conditions and market opportunities, taking into account the recent COVID-19 Pandemics. We believe that a benign HSE Policy differentiates our support service capability and technical partners from competition.

### **OUR HSE Mission:**

To ensure that quality, health, safety, security and environmental considerations remain top priorities for management and for all Employees, Partners, and Stakeholders, while maintaining a culture of professionalism and collaboration, humility and genuine respect for our **People, Partners and Stakeholders**.

To achieve our mission, each **Employee, Partner or Stakeholders** of Overwatch are expected to:

- Undertake primary responsibility for his or her own safety, and at all times
- Devote to working safely
- Review, understand and follow the Overwatch Safety Manual and that of its Technical Partners as required. As well as commitment to support our “Watch to Zero” Program
- Engage his or her skills, training, knowledge and good judgement to keep a healthy, secure and safe work environment

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Victor Chizoma Onyeaba. President and COO