

**AANNEMINGSMAATSCHAPPIJ BAITALI
N.V.**



**HEALTH, SAFETY, ENVIRONMENT & COMMUNITY
(HSEC) PLAN**

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1. HSEC MANAGEMENT PLAN

1.1 Introduction

Aannemingsmaatschappij Baitali N.V. (AMB) is one of the associated departments of Baitali Group and is engaged in engineering, construction and project management on important infrastructure projects within road construction, drainage, dike construction and irrigation in Suriname and the region.

Supported and enforces HSEC procedures and standards such as Job Risk Analysis (JRA), Emergency Response Plan (ERP), Material Safety Data Sheet (MSDS), Equipment manuals, Risk Assessments (RA) and demonstrates the company's determination and commitment to achieve ZERO HARM and client satisfaction with regards to Health, Safety, Environment and Community.

In January 2022 we successfully underwent the initial certification process in accordance with the new international standard for occupational health and safety, ISO 45001:2018 and in March 2023 for the ISO 9001:2015 standard. With this quality and occupational health and safety management system in place, we ensure and guarantee that we will steadily improve and monitor our safety and quality performance.

Each certificate is valid for the following scope:


Engineering and construction of infrastructural projects in the field of road construction, dike construction, sewerage, earthmoving, paving and water distribution networks.

This plan's objective is to provide a safe and healthy workplace for its employees while avoiding permanent damage to the environment and support the community where possible.

Utilizing the principle of leading by example, management shall demonstrate its commitment to a healthy and safe working environment by demonstrating and adhering to Baitali Group's HSEC standards.

This plan is formulated in accordance to:

- ISO 45001:2018 guidelines
- ISO 9001:2015 guidelines
- Health, Safety and Environment Management System and best practices in the fields:
- Observations during previous projects
- Documentation
- Workers and experts.

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1.2 Management Commitment

Management shall demonstrate commitment to a safe and healthy workplace environment and meet the client requirements by doing the following:

- Implement a fair, effective HSEC plan
- Participate in Weekly safety meetings and Toolbox meetings
- Monitoring HSEQ KPI's
- Conduct regular HSEC meetings, evaluations and act on findings
- Provide employees with the authority and resources such as PPE, traffic signs, safety procedures (JRA's), Manuals, Training etc. they need to carry out their daily work
- Allocate adequate resources to support the HSEC effort
- Provide appropriate HSEC training to employees
- Acknowledge and encourage employee participation in HSEC activities.

1.3 Accountability


Accountability shall be strengthened by doing the following:

- Enforce HSEC standards and procedures
- Develop business rules that state safe work practices
- Hold supervisors accountable for enforcing safe working practices
- Include employees' HSEC responsibilities in their job descriptions and performance evaluations
- Determine that employee are using enough authority and training to fulfill their HSEC responsibilities
- Develop a clear, written disciplinary policy describing workplace safety expectations that apply to all employees (JRA)
- Establish a recognition program that rewards employees for outstanding contributions to the HSE effort
- Adhere and enforce the company's "Code of Conduct"
- Apply the project's waste management plan
- Implement a First Aid/ERP system.

1.4 HSEC Reporting

A HSEC report can be forwarded to the client concerning the HSEC status of the project which will contain required information by the client which may include, but not limited to:

- Manhours worked on project.
- Incident statistics (also near misses and environmental incidents);
- Follow-up plans, objectives and status and
- Planned inspections performed and safety observations done

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- Work Method Statement (WMS)

2 HEALTH PLAN

2.1 Introduction

Baitali Group considers its employees as an integral and important part of its organization and its single greatest source of competitive advantage. As such, its employees' health is a cornerstone of the company's livelihood.


2.2 Sanitary provisions

Every work location has a portable toilet and a lunch gate. The toilets are maintained and changed twice a week by a subcontractor. The office buildings are equipped with more than 2 toilets (depending on the amount of users). The offices have also a refrigerator, air conditioning, potable water dispenser and other resources for comfort.

2.3 Pro Healthy lifestyle

To safeguard employees' health and prevent incidents and injuries, the following procedures have been developed:

- Working hours will be limited to employee's maximum in order to avoid personnel fatigue (according to Ministry of Labor)
- Require employees to undergo periodic medical checkups.

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3 SAFETY PLAN

3.1 Introduction

Baitali Group recognizes the importance of Zero Harm as an integral part of good business practice which cannot be compromised. As such we have incorporated important rules and procedures into our HSEC plan.

Baitali Group's rules and procedures are to be in compliance with the standards of the employer by adapting all necessary equipment and standard operational procedures. Our common goal is achieved zero harm.

Baitali Group will support HSEC procedures and standards by doing the following:

- Daily safety talks (Toolbox meetings), including Job Risk Analysis reviews before commencing work, will be held
- Doing housekeeping on daily basis
- Adapt and maintain equipment to comply with the Surinamese legal standards
- Weekly safety evaluations with employees
- Perform regular workplace inspections to identify hazards and take corrective actions
- Encourage employees to report hazards immediately to a person who has the authority to act
- Document workplace injuries and illnesses
- Implement a risk assessment and mitigating system
- Look for hazards whenever equipment, materials or work processes change
- Use appropriate engineering and administrative controls
- Enforce workplace HSEC rules and work practices
- Know when and how to use PPE
- Maintain equipment on schedule
- Adhere to all applicable legislation.

3.2 Operation & Maintenance of Equipment

Baitali Equipment (BE) is one of the associated companies of the Baitali Group located in Paramaribo and Nickerie. BE is responsible for services, maintenance, and repair of the equipment's (different types of compactors, excavators, bulldozer, asphalt pavers, graders, milling machines and pontons) will be done by our own group of mechanics. To maintain and repair the DOOSAN excavators and the HITACHI excavators we will be assisted by the dealer in Suriname (Meindersma N.V. and SEMC N.V.). The maintenance and service of Caterpillar equipment will be done under supervision of Surmac N.V. One service truck equipped with all necessary tools will be available in case repairs needs to be done underway or on the work location.



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All planned maintenance and repairs will take place in the workshop depends on location. In case of breakdown of equipment on work location we will bring that particular equipment to our shop. For safety check we have an in-take and take-out checklist after every maintenance or repair.

All the equipment's are comply with the minimum standards of the employer and will adhere to the Surinamese legislation regarding equipment on the road. Operators will be trained and qualified before operating any heavy equipment. For Marine crew the captain and the sailors are certified by MAS.

To ensure reliable and compliant machinery we will have periodic inspections on BE and subcontractor equipment.

3.3 Emergency Response Plan

A site specific Emergency Response Plan (ERP) for the project site/office will be in place in case of emergencies. All employees and visitors must be aware of emergency procedures and muster points. We have for each work location, office and other relevant places certified First Aid Responders.

The emergency response plan includes the following:

- Who to contact in emergency situation
- Availability of emergency numbers intern and extern
- Responsibilities and authorization of first aid responder and personnel
- Fire extinguisher and first aid equipment's on the specified location
- Emergency alarm (in the offices or building)
- Muster point
- Procedures of fire and incident
- Evacuation plan

Scheduled and unscheduled drills will be held to keep the awareness high enough and to ensure whether all involved parties are fully aware of the procedures and whether adequate control measures are in place to prevent loss of life, property damage and/or significant environmental impact.

3.4 Risk Assessment

For every project significant Health, Safety and Environmental hazards and their countermeasures were identified. Risk assessment process can be done by a site inspection, consultation and participation or safety meetings. Employees and HSEC responsible can participate in the risk/hazard determination session or meeting. The intersection of consequences and likelihood on the matrix (table 1) indicates the risk rating and a risk priority.



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Likelihood						
Impact/Consequence		Incidental	Minor	Moderate	Major	Catastrophic
	Rare	Low Risk (1)	Low Risk (2)	Low Risk (3)	Moderate Risk (4)	High Risk (5)
	Unlikely	Low Risk (2)	Low Risk (4)	Moderate Risk (6)	High Risk (8)	High Risk (10)
	Possible	Low Risk (3)	Moderate Risk (6)	Moderate Risk (9)	High Risk (12)	Critical Risk (15)
	Likely	Low Risk (4)	Moderate Risk (8)	High Risk (12)	Critical Risk (16)	Critical Risk (20)
	Almost certain	Moderate Risk (5)	High Risk (10)	Critical Risk (15)	Critical Risk (20)	Critical Risk (25)

Table 1: Risk matrix

As to the classification of probabilities and effects we distinguish between four levels of concerns:


Level of concern:	Description
15 - 25: Critical	Imperative to eliminate or reduce risk to a lower level by the introduction of controls
9 - 15: High Risk	Corrective action required. Permit required to perform activities.
3-8: Moderate Risk	Corrective action required. Job Safety Analysis and Safe Work Procedure required to manage risk
1-3: Low Risk	Corrective action where practical.

Table 2: Risk rating

3.5 Job Risk Analysis

The purpose of Risk Analysis (also called Job Safety Analysis - JSA or Job Risk Analysis – JRA or JHA - Job Hazard Analysis) is risk reduction, or the elimination of HSEC risks. Each task within the project will be analyzed (in a standard JRA template) on risks/hazards, causes and controls to assess work on health, safety, environmental and community aspects. For the risk rating (see paragraph 3.4) is measure by frequency and severity. These JRA's are then incorporated in the Work Method Statements (WMS) for each major line item and will be explained to the crew responsible before the job starts.

Mainly the specific high risk is indicated in the below table with the possible hazards control measure. According to construction activities and the priorities the JHA/JSA will be submit by

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the HSEQ department. For primary and interface stakeholder the need and expectations and requirements as well as the risk and opportunity and actions are also listed in the Project Stakeholder document.



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ID Number	Process step/Task	Potential Hazard(s)	Likelihood	Significance	Rating	Risk Level	Hazard Control Measures
1	Interaction with third party traffic near and at work locations	Traffic accidents, Fatalities, Serious injuries, Equipment damage	3	4	12	High Risk	Implementation of a traffic management plan Discuss traffic control zones at daily safety meetings with the crew Use of spotters
2	Interaction between heavy equipment and field workers	Fatalities, Serious injuries	4	3	12	High Risk	Use of work area barriers, walkways, no entry zones, spotters Certified equipment Competent operators and competent labor
3	Heavy equipment working in a congested area	Serious equipment damage, Serious injuries	3	5	15	High Risk	Separation of heavy and other equipment Use of radio's, spotters Certified equipment and competent operators
4	Building constructions, scaffoldings, working at heights	Fatalities, Serious injuries of falling, trip and slips	4	5	20	Critical	Use of harness at least 6 feet high above ground level Scaffolds will only be erected, altered or dismantled by trained employees. All scaffold components will be inspected before use.
5	Working near energized and active above- and underground utilities	Fatalities, Serious injuries, Damage of utilities, Electrocution	4	4	16	Critical	Involvement of EBS, SWM and Telesur to supervise works
6	Excavation works for culverts	Fatalities, Serious injuries	3	5	15	High Risk	Secure slope stabilities by adapting best practice excavation procedures
7	Supply of materials on narrow road	Fatalities, Serious injuries	3	3	9	High Risk	Implementation of a safety awareness plan for truck drivers Use of certified trucks Use of competent drivers and spotters
8	Rigging and lifting of supplies such as culverts	Serious injuries	3	5	15	High Risk	Implementation of a lifting plan and JHA Competent persons for rigging and certified equipment operator Use of inspected rigging tools Barricade area
9	Inhalation of dust and heat stress (serious illness)	Serious illness	4	3	12	High Risk	Use of respirators and implementation of heat awareness sessions
10	Decreased capacity of a single public road due to construction works	Community distortion	3	4	12	High Risk	Use of bypasses and spotters to guide traffic Use Sign boards
11	All activities in all area's Human errors	Potential for incidents, accidents, property damage	3	4	12	High Risk	Pre-planning, JHA's, effective training and oversight, use of experienced personnel according to safe manning and endorsement demands. Fatigue management to be in place Detailed WMS's to be in place
12	Spillage	Environmental contamination	3	4	12	High Risk	Use correct PPE including impemeable gloves and safety glasses of goggles Clean spill by controlling source and isolate spill Spill kitt should be available Dispose of containmated absorbent in the container and handel it conform instruction Conform SDS
13	Working with Hand tools	Cuts, bruises, electrocution	3	4	12	High Risk	Inspect hand tools prior to each use Appropriate PPE, including golves shall available All tools and equipment shall be maintain in good condition conform SOP Hand tools
14	All activities in all area's Fatigue	Potential for concentration loss Potential for incidents and or accidents due to lack of focus	3	3	9	High Risk	Monitoring work schedule Work planning with rest day if working shift is on shift, 7am to 6am hours or weekend. In house awareness session will be scheduled.
15	All activities in all area's No alcohol and drugs	Loss of coordination, reasoning ability, impaired	2	4	8	Moderate Risk	"No drugs, no alcohol" policy Discuss in toolbox meetings the consequences of alcohol and drugs violations

Likelihood
1. Unlikely. No knowledge of any such cases
2. Not likely to occur, but may occur
3. Now and then, occurs occasionally
4. Likely, could occur more than once
5. Frequently, could occur regularly

Significance
1. No or insignificant damage
2. Minor damage or illness. First aid treatment
3. Serious damage or illness. Loss of working hours
4. Serious damage or illness. Disablement
5. Fatality or Major Injury of one or more persons

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3.6 Hierarchy of Safety Controls

The hierarchy of control is applied to assessing all identified hazards in the risk assessment process. Based on the job all the possible risk/hazard will be documented in a JSA/JHA/JRA. During this process all the employees will be involved. The site supervision team will monitor the effectiveness of the hazard control measure by regular inspection and checks carried out during the operation.

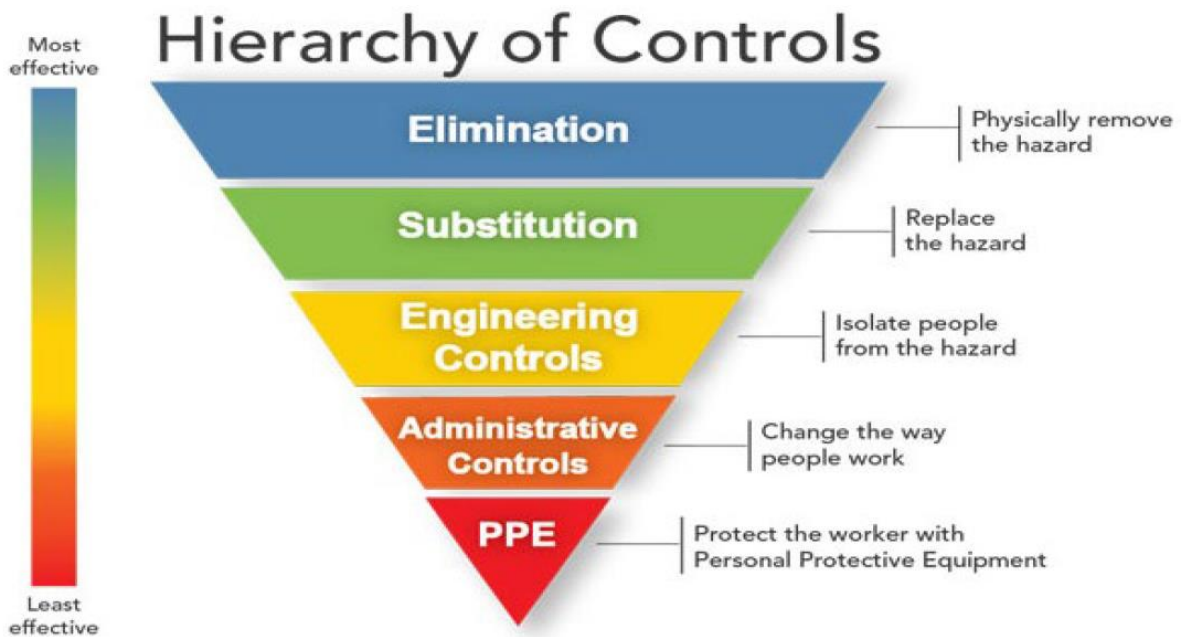


Figure 1: Hierachy of safety controls.

3.6.1 Responsibilities regarding PPE

- HSEC Supervisor/officer will monitor and evaluate use and effectiveness for all personal protective equipment and recommend improvements where needed.
- Some work assignments may require the use of additional or specialized PPE, such as face shield, long rubber boots, long rubber gloves, respiratory devices, etc. Where such equipment is provided and required, employees are expected to use this equipment for their own safety.
- HSEC Supervisor must ensure that a sufficient supply of the following personnel safety devices is available prior to the start of any project:
 - Supply of hard hats
 - Supply of long sleeve jackets
 - Supply of safety glasses
 - Supply of safety shoes and/or boots
 - Supply of high visibility clothing/reflective vests
 - Hearing protection



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- Other PPE depending on the nature of the activities
- When selecting PPE, the following requirements must be met:
 - Approved for use
 - Manufactured in accordance with accepted standards
 - Provide desired protection to workers against hazard exposure
 - Maximum comfort with minimum weight
 - Minimum restriction of essential body movement, vision, etc.

3.7 Cardinal Rules

Baitali Group has Cardinal Rules as standard rules of conduct in its HSEC training of employees and will implement and enforce these rules as a part of and within its own HSEC plan. Failure to comply with these rules shall result in severe disciplinary action and may result in termination of the work relationship.

Each employee, shall:

- Report all accidents or injuries immediately and never remove evidence from, alter or fabricate an incident scene
- Never use or operate equipment or enter a restricted area without proper certification or authorization
- Never breach, remove or bypass any safety protection device
- Never intentionally jeopardize another person's life or damage equipment
- Never present his/herself for or be at work under the influence of alcohol or drugs.


3.8 Fatigue Risk Management Plan

The risk of a fatigue-related incident increases for shift workers, those who work at night, people who are on call, and those who work regular overtime. So lack of quality sleep could easily cause fatigue and/or fatigue related incidents as well. Our paving operations mostly depend on weather conditions, so in the dry season we often could make long days.

We are aware of fatigue related risks and managers at several levels are committed to manage the safety risks associated with fatigue in a proper and effective way.

We will have the following safety measures for mitigating fatigue:

- Minimize regular overtime as much as possible
- Assess and investigate fatigue related risks, incidents or near misses and come with acceptable solutions
- Have awareness and training sessions.

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3.9 Housekeeping

Housekeeping including domestic waste removal & disposal every day of used bags and any other packaging material, put all the equipment on the shoulders of the road during not working hours, put supporting resources such as lunch gate and traffic signs, which not in use during that time, orderly. Each work area will be provided with plastic waste bags for domestic waste to be collected and every day to be removed. The on-site or area supervisor is the ultimately responsible for this action to be completed. On daily basis housekeeping will be executed as a mandatory part for the closing of work and before the team departs from the job site.

3.10 Laws and Regulations

Regulatory compliance is important to uphold the integrity of business processes, protecting public interest as well as stakeholder interest. The process of applying laws and regulations can vary depending on the jurisdiction and the specific laws and regulations being applied.

The most important trends and changes that may apply as a (legal) requirement can be on AMB are:

- Strict EHS and environmental legislation at national level
- Strict customer requirements regarding EHS management
- More engagement from each shareholder regarding safe and environmentally conscious working practices.

The current legal and other requirements from the government, community, environmental and the client and other stakeholders are recorded in a Master Legal register. The important laws and requirements related to the performance of the work are communicated to the relevant stakeholders.



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4 ENVIRONMENTAL PLAN

4.1 Introduction

Proper disposal of waste material will ensure Baitali Group's commitment to its responsibility towards the environment.

Baitali Group HSEC teaches its employees to be mindful of their surroundings and minimize permanent damage to the environment.

In an attempt to reduce/eliminate the emission of **greenhouse gasses** originating from equipment and vehicles and **dust** originating from construction activities, the following control measures will be in place:

<i>Environmental component</i>	<i>Potential environmental impacts</i>	<i>Potential sources of environmental impacts</i>	<i>Control measures</i>
1. Air quality	Emission of greenhouse gases such as CO ₂ , NO ₂ , etc.	Emissions from machinery and vehicles	<p>Regular maintenance of vehicles and machinery to high standards to minimize emissions, including CO₂.</p> <p>Track fuel consumption of equipment, machinery, and vehicles to track any uneconomical consumption rates.</p> <p>Avoid unnecessary idling of equipment/machinery when not in use.</p>
	Dust emission	Dust nuisance can occur during excavation works or other construction activities especially in dry weather.	<p>Regular water spraying will be conducted using a water spraying by hose or truck at locations where fugitive dust is generated.</p> <p>Use of dust containment mesh where necessary to prevent uncontrolled dust from spreading.</p> <p>Ensure the use of appropriate and effective PPE during dust-generating activities.</p>



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In an attempt to reduce/eliminate noise levels originating from construction activities such as equipment, machinery and vehicles originating from construction activities, the following control measures will be in place:

Environmental component	Potential environmental impacts	Potential sources of environmental impacts	Control measures
Noise	Increased sound effects above legal guidelines or locally measured background values.	Running machinery, equipment and vehicles can cause noise pollution.	Preventive maintenance of machinery in to manufacturer specifications executed by Baitali Technical Department. Acquire only equipment and machinery that adheres to industry wide accepted noise levels. In case of noise-related complaints, immediate (within 24 hours) ambient noise measurements must be conducted as part of the complaint investigation.

4.2 Procedure in case of spills

In case of spills, leaks, discharge or overflows we will apply the 5C method. It stands for: **Communicate, Control, Contain, Clean up and Correct.**

1. Communicate: The communication in case of spill is exactly the same as in case of other emergencies
2. Control: If possible and safe to do so, the source of the spill should be identified and action taken to stop further spillage.
3. Contain: Place earthen berms, sand or other appropriate objects between the spill and the path to water prior to clean-up.
4. Clean up: depending on the nature of the spill and the substance we will consult the SDS for the clean-up methods.
5. Correct: a spill report will be filled in, we will investigate and take proper action to prevent the same incident in the future.



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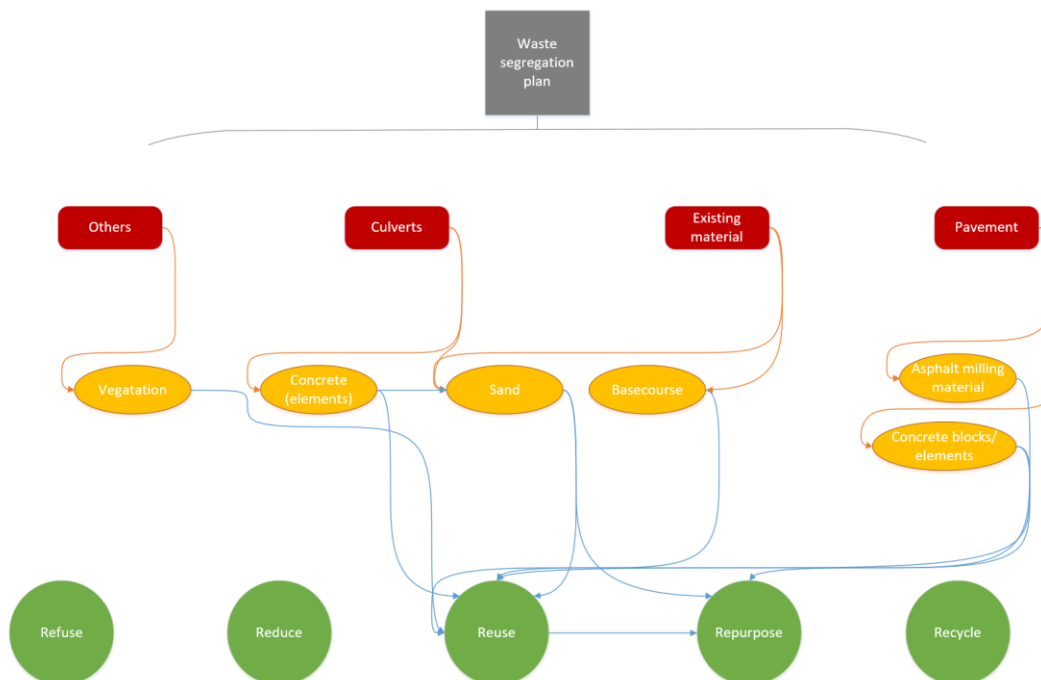
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4.3 Waste Handling and Disposal

All waste generated during this project will be identified and managed appropriately. The main waste philosophy as deployed by Baitali Group will be:

- To eliminate waste generation
- Reduce waste
- Re-use or recycle waste where practicable
- Handle and store waste in a safe and environmentally responsible manner
- Adhere to the Employer Waste Handling and Disposal Procedures

<i>Environmental component</i>	<i>Potential environmental impacts</i>	<i>Potential sources of environmental impacts</i>	<i>Control measures</i>
Waste	Water and soil contamination	Excavation Waste material	Place separate waste collection containers/bins for different types of waste on work site. Ensure regular removal from work site to prevent accumulation. Ensure proper processing and/or disposal of waste by authorized waste handlers or store as per Waste Segregation Plan.



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5. COMMUNITY PLAN

5.1 Purpose of the Community Involvement Plan

Baitali Group considers the community as an important stakeholder and part of its environment within the scope of its HSEC policy, and as such will participate, sponsor or encourage appropriate social programs. HSEC awareness will be promoted at such events.

Baitali Group developed this preliminary Community Involvement Plan to facilitate adequate communication between stakeholders affected by the project activities on the public roads and to encourage community cooperation in the welfare of the project.

Baitali Group will utilize the community involvement activities outlined in this plan to ensure that relevant Government authorities are informed so that necessary measures can be taken to prevent incidents or issues.

5.2 Preliminary Assessed Key Community Concern

An assessment of potentially existing and probably expected major community concerns presents the following points of interest:

- Increased traffic on the public roads
- Emergency transportation
- Communication needs
- Technical assistance
- Public information needs

Activity 1: Communicate awareness to all drivers to always keep safe distance, safe speed and ensure community does not feel endangered by our presence in the area.

- Objective: Respect community and avoid traffic incidents.
- Method: Defensive driving. Countermeasures such as spotters, signage and speedbumps will be in place
- Timing: From the beginning of the project and onward.

Activity 2: Sourcing a “good neighbor” relationship by ethical behavior towards community.

- Objective: To have opportunities for support available where needed in case of an emergency
- Method: Communication. Respect. Assistance where needed by AMB.
- Timing: project duration.

Activity 3: Display ethical behavior towards community.



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- Objective: To have opportunities for support available where we would need i.e. in case of an emergency situation / occurrence.
- Method: Communication. Show respect.
- Timing: project duration.

Activity 4: Consult the District's Commissioner regarding the project


- Objective: Guarantee the awareness of the local authority of our presence and activities on and along Public Roads. To provide a primary liaison between the community and Baitali Group, and to ensure prompt, accurate, and consistent responses, and information dissemination about the activities and existing or pending situations in the surrounding areas. In those instances where Baitali Group may be unable to provide adequate information (such as on technical, environmental, or social issues), inquiries will be directed to the project owner's responsible person).
- Method: In writing notifications or oral communication by the Project Manager or Construction Manager prior to commencement of planned phases of the project.
- Timing: At minimum one month before project commencement and thereafter before starting certain part of the project, so that in extent stakeholders can be notified by the D.C.

6. ARCHAEOLOGICAL PLAN

The purpose of this plan is to address the possibility of archaeological deposits becoming exposed during ground altering activities within the project area and to provide procedure to follow in the case of a chance archaeological find to ensure that archaeological sites are documented and protected. Developments that involve excavation, movement, or disturbance of soils have the potential to impact archaeological materials, if present. Activities such as road construction, land clearing, and excavation are all examples of activities that may adversely affect archaeological deposits.

Process:

- Stop all work in the area to avoid damaging the site.
 - Barricade the area.
 - Notify the situation to the project manager.
 - The project manager will report this further to the relevant organization.
- If a cultural affiliation for the remains can be determined, the branch Archaeological Service of Minister of Education, Science and Culture will be contacted by the project Manager for assessment and advice regarding handling.
- In the case of human remains, if the remains are assessed to be archaeological, then the project manager will consult the police to determine the handling. The police will instruct the team further for respectful removal.

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7 Quality Assurance (QA)

The Project Manager and the Project Engineer are primarily responsible for the implementation of the QA/QC program for this project. The Project Manager supported by his Project Engineer and Construction Superintendent are the end responsible persons for the on-site QC management system.

Process Control

The three main processes that will be involved in this project are:

- Operation & maintenance of equipment
All equipment for this project will be in compliance with the standards of the client requirements.
- Purchasing/procurement of goods

Project goods are ordered taking the lead time into account, so the project's critical path remains unchanged throughout the project implementation phase. Suppliers are periodically assessed. The main criteria's are delivery time, price and quality (including quality management system). The supplier monitoring system is in place to ensure selection of the best suppliers for the goods and services to be procured. A management system is in place to register every procurement transaction, enabling a timely generation of procurement reports. For progress tracking purposes this can be done monthly.

- Work execution Quality Control

Forms and Documents

All critical records, forms and documents will be controlled and archived under the supervision of the Project Manager. Some of the most important documents/records are listed below.


- Organization charts;
- Job descriptions including responsibilities;
- Training records and personnel data;
- Results and recommendations from various audits;
- Corrective action lists;
- Inspection results of the measuring equipment (calibration status);
- Project schedules and project progress reports;
- Outstanding and completed Client work orders;
- KPI charts (current status and histories).

Reporting

Reporting of the QA/QC program towards the Client will be executed in accordance with all required and applicable Client specifications, procedures, forms and reports.

Document and data control

Documents (forms, reports, procedures, work orders, purchase orders) will be kept under supervision of the Project Manager, with the assistance of a document controller. All

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documents will be checked for validity and have a revision status and date. Data such as KPI's will also be kept under supervision of the Project Manager.

Inspection and testing

Inspection and testing will be concentrated around the following areas:

- a. Inspection and testing of ordered goods;
- b. Inspection and testing of equipment (machines);
- c. Inspection and testing of measuring and inspection tools.


With respect to b., inspection of equipment, the inspection and testing will be based on the equipment manufacturer or vendor recommendations. Controlled (standardized) inspection sheets will be used.

For the testing and inspection of measuring and inspection tools (item c.), a testing, inspection and calibration program will be developed and implemented for all critical measuring tools by the Baitali Pavement Testing & Technologies N.V.

Reference to additional document: QA/QC plan.

Non-conformities and Compliance check

Items that are non-compliant to the applicable standards will be separated from the process and identified as such. Based on the nature and amount of the nonconformities, a corrective plan, action list and/or punch list will be developed and executed, in order to resolve/remove the non-conformity. Activities that are noncompliant to the applicable standards, rules and procedures will be immediately corrected.

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8 Involvement

Baitali Group policy for HSEC aims to provide safe and healthy working condition, to guarantee client satisfaction, continuous improvement and development, the optimized management of environmental resources and to secure the growth of the company in the long-term.

Therefore, effective HSEC policy implementation not only the responsibility of management, but each employee must try to set as an example by being a leader in safety.

Employees must work as a team, each of us who carries a responsibility for others in the team.

All work must be carefully planned, using the steps Stop / Look / Assess the risk / Manage the risk (SLAM).

All employees are expected to follow HSEC practices of safe work. Failure to adhere to HSEC practices will ultimately lead to disciplinary action. If Cardinal Rules are violated, disciplinary action including termination could result.

A Zero Harm environment requires the active participation of every employee. This includes following accepted practices of work, active participation in safety meetings, coaching other employees who may slip outside boundaries and full use of all safety tools all the time.

With the correct attitude and approach to Safety, Cardinal Rules, HSE procedures and practices, Baitali Group believes that Zero Harm can be achieved and sustained.



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Appendix A – ISO 45001: 2018 Certificate



MANAGEMENT SYSTEM CERTIFICATE

Certificate no.:
10000474569-MSC-RvA-NLD

Initial certification date:
17 February 2022

Valid:
17 February 2022 – 16 February 2025

This is to certify that the management system of
Aannemingsmaatschappij Baitali N.V.
Duisburglaan 29, Paramaribo, Suriname

has been found to conform to the Occupational Health and Safety Management System standard:
ISO 45001:2018

This certificate is valid for the following scope:
Engineering and construction of infrastructural projects in the field of road construction, dike construction, sewerage, earthmoving, paving and water distribution networks.

Place and date:
Barendrecht, 17 February 2022

For the issuing office:
DNV - Business Assurance
Zwolsweg 1, 2994 LB Barendrecht,
Netherlands



J.H.C.N. van Gijlswijk
Management Representative

Lack of fulfillment of conditions set out in the Certification Agreement may render this Certificate invalid.
ACCREDITED UNIT: DNV Business Assurance B.V., Zwolsweg 1, 2994 LB, Barendrecht, Netherlands - TEL: +31 (0)102022893, www.dnv.com/suriname



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Appendix B – ISO 9001: 2015 Certificate



MANAGEMENT SYSTEM CERTIFICATE

Certificate no.:
C600463

Initial certification date:
17 May 2023

Valid:
17 May 2023 – 16 May 2026

This is to certify that the management system of
Aannemingsmaatschappij Baitali N.V.
Duisburglaan 29, Paramaribo, Suriname

has been found to conform to the Quality Management System standard:
ISO 9001:2015

This certificate is valid for the following scope:
Engineering and construction of infrastructural projects in the field of road construction, dike construction, sewerage, earthmoving, paving and water distribution networks.

Place and date:
Barendrecht, 17 May 2023

For the issuing office:
DNV - Business Assurance
Zwolesweg 1, 2994 LB Barendrecht,
Netherlands



J.H.C.N. van Gijlswijk
Management Representative

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Appendix C – Standard Emergency Response Plan



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COMMUNICATION STAGES

The emergency response communication has following stages:

- The **Area Supervisor** is closest to worksite and will initiate the call asap by cell phone;
- In case of Life-threatening situation, the Area Supervisor contacts the closest Police station at once with request for SEH immediately. He will verify and consult with the SEH personnel.
- The Area Supervisor contacts the **HSE Supervisor/Officer** and the **Project Manager/Equipment Manager/Construction Manager**.
- The HSE Supervisor/officer and the **Project Manager/Equipment Manager/Construction Manager** consult each other.
- In case the emergency call was not taken place yet, the **Project Manager/Equipment Manager/Construction Manager** will take care of that.
- The HSE Supervisor/ Officer reports to the **Project Manager**.
- The Project Manager reports to the **General Manager**.
- Depending on the nature of the incident, if needed the Project Manager will make the call to the **DC and the Supervisor**.

RESPONSABILITIES

For all employees

In the event of a medical emergency all personnel are to:

- Report the medical emergency.
- Provide help until the appropriate response team(s) arrive.
- Never place yourself in danger, especially during fires and downed electrical lines.
- If responders are already at the scene of an emergency, do not go to the scene to watch unless you are personally called to the scene.

In the event of fire on equipment:

- Every employee working on a piece of equipment will be trained to handle a fire extinguisher and put a fire out at the beginning stage.
- All equipment will be equipped with fire extinguisher.
- In case of uncontrollable fire they will call for help as mentioned in the emergency response plan.



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The Construction Supervisors

Every supervisor has the responsibility for the safety of their personnel during an emergency. The general responsibilities of supervisors are:

- To train/instruct the spotters how to act in case of an emergency with their responsibilities during this event.
- Designate the spotter to guide emergency vehicles to the emergency.
- Prevent further injury by leaving the injured person where they are, unless they need to be moved to save life or prevent the injuries from increasing.
- Evacuate unnecessary personnel from the scene.

The (Area) Supervisor as Safety Coordinator

The Area Supervisor should be the first point of contact in a medical emergency situation and his responsibilities are:

- Contact Emergency Services and assemble available first-aid responders on site. They will be known by a first aid responder sign on the helmet.
- Coordinate and/or supervise on-site medical response to the emergency.
- Mobilize to the emergency scene if the situation requires.
- Assume the role of "On Scene Commander".
- Manage and or supervise the response to the medical emergency.
- Establish control of the emergency situation.
- Provide information and recommendations from the field to Emergency Services.
- Accompany the injured person/s to a medical facility and give updates to management.

HSE Supervisor/Officer

In the event of the Police stations being immediately un-contactable by the Area Supervisor at the time of initial emergency notification, the HSE Supervisor or the Construction Manager/ Logistic & Transport Manager is the next to be contacted and is responsible to:

- Contact Emergency Services and assemble available first-aid responders on site
- Coordinate and/or supervise on-site medical response to the emergency.
- Coordinate response activities.
- Manage logistic, vehicle and personnel support.
- Provide support to Emergency Services.



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- Coordinate and verify notification to assets (medical, transportation etc.)
- Ensure that air evacuation site is prepared (if required)
- Make decisions, as this position has the ultimate authority in an emergency situation
- Make the decision to evacuate injured people.

COMMUNICATION INSTRUCTION

Police stations: 115

SEH :113

Brandweer :110

6808643/6808643

442222

The instructions to follow when communicating an emergency are as follows:


1. Stay calm. Do not place yourself in danger. Assess the situation and ensure that other people are not in danger. Do not make a situation more dangerous.
2. Take command. Assign tasks for controlling the emergency. This action also helps to maintain order and prevent panic.
3. Provide protection. Eliminate further losses and safeguard the area. Control the energy source which is causing the emergency if needed and if possible. Protect victims, equipment, materials, environment, and accident scene from continuing damage or further hazards.
4. Attend to the injured person as the situation requires, and your level of competence allows.
5. Call for help using the emergency numbers:

Police location

Verify for the right information to the SEH or Fire fighting department.

Provide the following information:

 - * **Your name;**
 - * **Location of the emergency;**
 - * **Type Assistance required;**
 - * **How many victims in the scene;**
 - * **Provide follow-up contact information.**
6. Maintain contact. Provide accurate details of the accident with accurate and factual witness statements. Do not leave the injured person unless you must for safety reasons.
7. Guide Emergency Services to the scene. Assist the supervisor or medical officer as requested.

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Appendix D – Traffic Management Plan

See submittal Traffic Management Plan