



WELLMAN & WELLINGTON COMPANY LTD

OPILI BUSINESS PLAZA
PLOT 36 ODILI ROAD AZUABIE P.O. BOX 4301
TRANS AMADI INDUSTRIAL AREA PORT HARCOURT
TELEPHONE NUMBERS: 08033170877, 08050692522.
E-mail: wellmanwellingtoncoy@yahoo.com
info@wellman-wellington.org.

COMPANY
POLICIES

Wellman and Wellington as a matter of great importance constantly maintains the following policies

- COMMUNITY AFFAIRS, SAFETY, HEALTH, ENVIRONMENT AND SECURITY (CASHES) POLICY
- SAFETY POLICY
- ENVIRONMENTAL PROTECTION POLICY
- OCCUPATIONAL HEALTH POLICY
- COMMUNITY AFFAIRS POLICY

COMMUNITY AFFAIRS, SAFETY, HEALTH, ENVIRONMENT AND SECURITY (CASHES) POLICY

WELLMAN & WELLINGTON COMPANY LTD oil service activities will be organized, planned and executed in such a manner as to:

1. Ensure better relationship with host communities by employing efficient communication with both the host communities and authorities, and reducing or eliminating disruptions during the contract execution.
2. Protect and promote the health of our workforce as well as to conduct our activities in such a manner to not adversely affect any third parties.
3. Avoid injury to any workers, subcontractors, and third parties who are either involved in or are affected by **WELLMAN & WELLINGTON COMPANY LTD** activities.
4. Ensure the personal security of the workforce and third parties from hostile actions.
5. Minimize the impact on the environment in which **WELLMAN & WELLINGTON COMPANY LTD** operates.

Every **WELLMAN & WELLINGTON COMPANY LTD** employee must plan and perform his or her activities in accordance with the CASHES policy. Any activity must be suspended when the employee believes that it cannot be carried out in accordance with the policy and must report this immediately to his or her supervisor.

SAFETY POLICY

It is the policy **WELLMAN & WELLINGTON COMPANY LTD** to conduct all of its activities in a manner by which the Health and Safety of all its employees, its sub-contractors and the communities of the areas in which it works are properly safeguarded. **WELLMAN & WELLINGTON COMPANY LTD** will conduct its activities in line with the Companies Safety Guidelines, the requirements of our Clients and all relevant Government requirements.

WELLMAN & WELLINGTON COMPANY LTD is dedicated to the precept of maintaining the highest possible Safety standards, with the same dedication as production and considers these two objectives to be inseparable. Because an efficient operation is a safe operation, no operation can be considered to be efficient if it is not safe. **ALL ACCIDENTS ARE PREVENTABLE**: This maxim is the heart of our Safety Policy.

WELLMAN & WELLINGTON COMPANY LTD will educate all personnel in proper Safety awareness. All new employees will attend an indoctrination course. WWCL considers that it is the duty of all employees to prevent self injury and to safeguard against injury to co-workers.

All **WELLMAN & WELLINGTON COMPANY LTD** Personnel will adhere to the procedures for reporting unsafe acts, working practices, LTIs and near misses. Accurate reporting will give Management the opportunity to identify and eliminate the causes of LTIs and near misses, which is the ultimate goal of our safety policy.

All Sub-contractors will be expected to conduct their activities in a way that is completely in line with the Companies Safety Policy.

Our goal is to work together in improving our awareness of our own Safety as well as the Safety of all persons involved in our operations.

ENVIRONMENTAL PROTECTION POLICY

All operations of **WELLMAN & WELLINGTON COMPANY LTD** shall be planned and executed in such a manner as to minimise any adverse effect or impact on the environment in which we operate.

The trust of the planning and execution of our work shall be environmental protection and preservation.

In the course of our operation all wastes generated shall be collected, handled treated and disposed of in an environmentally sound manner.

The emission to atmosphere shall be limited to the emission criteria and **WELLMAN & WELLINGTON COMPANY LTD** reference data criteria. Contaminated water or other liquid shall be contained within the plot area and treated, analysed prior to authorised discharge.

All regulation/legislation on environmental issue by the government of the Federal Republic of Nigeria and its appropriate agencies such as Federal Environmental Protection Agency. (FEPA), Rivers State Environmental Protection Agency (RSEPA), Local Government Authority and Ministry of Health are binding on **WELLMAN & WELLINGTON COMPANY LTD**. The environment belongs to us all.

OCCUPATIONAL HEALTH POLICY

All staff of **WELLMAN & WELLINGTON COMPANY LTD** shall be medically fit and shall remain so, during their employment

We shall maintain an insurance against any liability that may result in case of any personnel suffering occupational disease or any impairment to health resulting from our operations.

The company's retained clinic shall handle all routine medical and medical emergencies.

Only competent First-Aider and/or Nurse shall man the first aid box and administer first aid in any operational areas. Records of medications administered or injuries **MUST** be kept at site and base offices. Compliance with this policy is **Mandatory**.

COMMUNITY AFFAIRS POLICY

WELLMAN & WELLINGTON COMPANY LTD shall continue to identify with the needs and aspirations of her clients and the host communities in carrying out her operations.

The company recognises that she cannot operate in isolation. Therefore it shall liase with client's host communities, government departments and other relevant agencies in order to ensure a safe and peaceful working atmosphere.

The company shall also ensure the building and sustenance of a solid harmonious relationship with client and communities and shall exhaust every known peaceful strategy to resolve conflicts in case of any disagreement.