

ATTACHMENT (F4_A_3.1)

HSE PLAN

LINK: <https://www.julius-berger.com/tender-documents>

Client: NIGERIA SOVEREIGN INVESTMENT AUTHORITY (NSIA)

Project: CONSTRUCTION WORKS FOR THE PROPOSED NSIA MULTI-
STOREY HEAD OFFICE DEVELOPMENT

Reference: D11.00.1.RCN.L.2026.0172

Submission Date: October 19, 2026

OHS.PO-01

OCCUPATIONAL HEALTH & SAFETY POLICY STATEMENT

Occupational Health and Safety Policy Statement

Julius Berger Nigeria Plc is a leading Nigerian construction company with extensive expertise in planning, design, and execution of complex civil engineering, infrastructure, building, and industrial projects across Nigeria.

Within Julius Berger Nigeria Plc, effectively managing Health and Safety processes is a priority. Occupational Health and Safety (OHS) is fundamental to the company's corporate culture and a pre-requisite for achieving business objectives.

Julius Berger Nigeria Plc has a "Responsible Growth" philosophy, which means we are committed to protecting the health and safety of employees and customers, supporting communities where we do business, minimizing impact on the environment while also maintaining the sustained growth and profitability of the company.

We recognize that all incidents are preventable and are committed to achieving zero incidents that cause harm to our employees, assets or the environment. Meeting this commitment consistently is essential to the Company's success.

Julius Berger Nigeria Plc has adopted the principles laid out in the ISO 45001:2018 standard and operates an OHS Management System that encourages continual improvement of our OHS performance. The governing principles of this system are:

- Setting OHS objectives and targets relevant to operations, working environment and customer's requirements.
- Monitoring OHS performances against objectives and targets and reviewing OHS strategy and approach accordingly.
- Eliminating hazards and reducing OHS risks for our employees, customers and supporting communities.
- Consulting, communicating, training and educating employees at all levels of the organization on OHS matters so they can effectively participate in the improvement of the OHS Management System.
- Complying with statutory OHS requirements and adopting applicable Industry best practices.

The Managing Director is responsible for the overall Corporate OHS performance and has delegated responsibilities and authorities to each Business and Service Unit Manager for implementing the OHS Management System within their area of control.

All levels of management and all employees are expected to participate in and comply with OHS initiatives and exercise individual responsibility for their own safety and the safety of others as we seek to achieve an incident free working environment.



Engr. Dr. Peer Lubasch
Managing Director

HSE.PO-02

ENVIRONMENTAL POLICY STATEMENT

Environmental Policy Statement

Julius Berger Nigeria Plc is a leading construction company with extensive expertise in planning, design, and execution of complex civil engineering, infrastructure, building, and industrial projects across Nigeria.

Julius Berger Nigeria Plc acknowledges its responsibility towards the environment, and is committed to implementing practices that promote environmental sustainability.

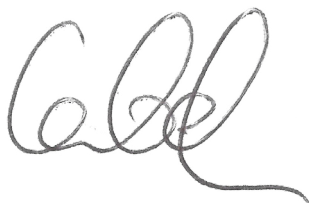
This policy outlines how all company operations will be continuously reviewed and improved to ensure the effective integration of environmental and social considerations into our everyday practices.

The company will consistently strive to raise awareness within the communities in which we operate, encourage active participation, and provide training to our employees on environmental matters.

The following principles govern the management of the environmental aspects of our company and its operations:

- Comply with Nigerian Federal and State laws governing the environment and operate under the principles of ISO 14001:2015 to ensure continuous improvement in environmental protection and pollution prevention in respect to company operations.
- Work towards the conservation of energy, water and resources in all our operations.
- Provide training and awareness for employees on implementing our sustainable policies.
- Reduce as far as reasonably practicable, the generation of waste and effluents and implement adequate control measures for their disposal.
- Dispose of waste thoughtfully, and progress an approach of “reducing, recycling and reusing”.
- With respect to the context of our organisation, regularly review our operational practices in terms of their environmental impact.

To achieve the intended outcomes, Julius Berger Nigeria Plc shall maintain and continually improve its Environmental Management System in accordance with the requirements of the ISO 14001:2015 Environmental Management System Standard.



Engr. Dr. Peer Lubasch
Managing Director

HSE MANAGEMENT SYSTEM DOCUMENTATION

Corporate HSE Procedure

CHSE_Pr-026

EMERGENCY RESPONSE PROCEDURE

APPROVED BY



MANAGING DIRECTOR

REV: 2.0_14.04.2026



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Document Revision History

SN	REV.	DESCRIPTION	PREPARED BY/DATE	REVIEWED BY/DATE	APPROVED BY/DATE
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ISSUE 1

1	1.0	• Corporate HSE Procedure Emergency Response Procedure	Corporate HSE Manager 12.09.25	Regional HSE Managers	Managing Director
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ISSUE 2

2	2.0	• Corporate HSE Procedure Emergency Response Procedure	Corporate HSE Manager 14.04.26	Regional HSE Managers	Managing Director
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Document Approval of This Issue

	Name	Signature	Position	Date
Prepared by	Peter Drillingcourt		Corporate HSE Manager	14.04.26
Reviewed by	Trust Ekaji		Assistant HSE Manager	24/04/26
	John Afamgbe		Corporate Training Manager	24/04/26
	Tim Oseghe		RSE HSE Manager	17/04/26
	Solace Orlu		RW HSE Manager	20/04/2026
	Iyenoma Osazee		RCN HSE Manager	14.04.2026
	Benjamin Bott		Executive Project Coordinator Operations	20/04/2026
Approved by	Dr Peer Lubasch		Managing Director	20.04.2026

1 INTRODUCTION

1.1 Introduction

Julius Berger Nigeria Plc are committed to undertaking our activities to the highest safety and environmental and security standards which comply with all existing safety and environmental legislation in Nigeria.

Despite the robust health, safety, security and environmental management standards of the company, emergency situations can occur, which may potentially have impacts on environmental ecosystems, public health and safety, and the health and safety of Julius Berger Nigeria Plc employees and property.

Whilst the focus of our efforts will always be on preventing environmental, safety or security incidents occurring it is essential that there are procedures in place to ensure that in the event of an incident occurring the impact on the environment and the risk to life and property is minimised.

The purpose of this procedure is to establish a systematic approach to responding to environmental, safety, fire and security incident emergencies, ensuring compliance with relevant Julius Berger Nigeria Plc procedures and regulations thereby minimizing the impact of the emergency incident.

Proper Emergency Preparedness planning for Projects demonstrates a proactive HSE management system. The implementation and maintenance of an Emergency Response Procedure reduces the risk of incidents, improves operational efficiency and helps ensure that the impact of any emergency incident is minimised.

An effective Emergency Response Plan is a critical component of project success. It helps protect employees, minimizes the impact of emergency situations, and enhances the overall safety culture of the Project.

Whilst the scope of works and the scale of the Project will determine the requirements of the Emergency Plan it is mandatory that ALL JBN Projects have an Emergency Response Plan in place.

2 SCOPE AND OBJECTIVES

2.1 Scope

This Procedure applies to all JBN Operating Regions, Project Units, Service Units and Departments across Nigeria and other JBN subsidiaries (hereafter termed JBN Group).

2.2 Process Objectives

The objectives of this procedure are to:

- Ensure that all potential emergency situations are identified for each Project or facility, potential emergency situations may include (but are not limited to) Personal Injury, fire, explosion, collapse of plant, collapse of a structure, flooding, serious Road Traffic Accident, Security incident etc.
- Ensure that there is a defined emergency response procedure in place on ALL Julius Berger Nigeria Plc Projects and facilities.
- Ensure that developed emergency response procedures are designed to be integrated for multiple emergency scenarios e.g. injured person during a fire situation.
- Ensure that emergency situations are managed and controlled and that the risk to life, property and the environment is minimised.

- Ensure that the procedures in place for emergency response are adequate, updated when necessary and are tested on a regular basis.

3 ABBREVIATIONS

3.1 Abbreviations

JBN	: Julius Berger Nigeria Plc
PM	: Project Manager
CHSE	: Corporate Health Safety and Environment
JBMS	: Julius Berger Medical Services
PPE	: Personal Protective Equipment
MSDS	: Material Safety Data Sheet
ERT	: Emergency Response Team
ERTL	: Emergency Response Team Leader
TBT's	: Tool Box Talks
MSDS	: Material Safety Data Sheet

4 RESPONSIBILITIES

The Managing Director and the JBN Corporate HSE Manager are responsible for the implementation of this procedure.

Business Unit/Department Management shall ensure that the procedure is fully implemented within their sphere of responsibility

Project Managers shall ensure that the procedure is fully implemented and operated at Project level

Regional HSE Managers (or Senior HSE personnel where applicable) shall review the implementation of the procedure and ensure compliance.

4.1 Corporate HSE

The Corporate HSE Manager shall have the following responsibilities:

- Oversee the implementation of the Emergency Response Plan Procedure
- Liaise with the Regional HSE Manager and the Project Manager on the development of the Emergency Response Plan
- Review and approve the Project Emergency Response Plan.

4.2 Regional HSE Manager (Senior HSE Personnel)

The Regional HSE Manager shall have the following responsibilities:

- Liaise with the Project Manager on the development of the Emergency Response Plan which can be a stand-alone Document (as per the Emergency Response Template, Appendix 1) or detailed within the Project HSE Plan
- Oversee the implementation of the approved Emergency Response Plan.
- Monitor the effectiveness of the Emergency Response Plan and conduct a review of the Emergency Response Plan should the scope of work or the assessed risk parameters change.
- Establish an Incident Response Team at Regional and Project level to react to any reported Emergency Incident.
- Nominate an Emergency Response Team Leader to be the primary lead on all emergency incidents at Regional and Project level.
- Conduct a comprehensive investigation of all emergency incident responses and report the findings to Regional Management and the CHSE.
- Advise on the required emergency response equipment required.
- Develop and deliver Training and Awareness on emergency response.
- Ensure the completion of Emergency response drills.

4.3 Project Management

The Project Manager has the following responsibilities:

- Participate actively in the Emergency Response Team and ensure full implementation of this procedure.
- Ensure that necessary emergency incident response equipment is available with respect to the identified emergency situations that may arise during the execution of the works.
- Review emergency incident reports and feedback on emergency drills and ensure that all non-conformances are addressed effectively.

4.4 Project Supervision

Project Supervision have the following responsibilities:

- Participate actively in the Emergency Response Team and ensure full implementation of this procedure.
- Oversee emergency incident response activities on site.

4.5 Emergency Response Team Leader (ERTL)

Nominated ERTL shall have the following responsibilities:

- Develop and implement risk controls.
- Coordinate emergency resources requests via the Project Manager and other authorized personnel.
- Ensure effective communication & co-ordination between emergency services, emergency response team members, HSE and other involved personnel e.g. security, medical etc.
- Allocate specialist personnel and/or equipment as required.
- Arrange access for emergency vehicles and personnel.
- Ensure affected services such as power generation and fuel pipelines are isolated during an emergency.
- Ensure situation areas are declared safe by implementing any necessary controls before resumption of operations.

4.6 Emergency Response Team

Emergency Response Team members shall be selected according to their relevant skills, knowledge, location and experience of the processes. Team members should also be considered if they have any previous experience of emergency response.

Team members are expected to attend any relevant training as directed by the Project Manager/HSE Manager or ERTL.

The Emergency Response Team duties include:

- Recovery of injured personnel without placing members of the Emergency Response Team at risk.
- Assisting in evacuations of affected personnel.
- Assisting in ensuring ease of access for emergency vehicles and personnel.

Note: The above mentioned outlined responsibilities are not exhaustive as additional duties and resources may be required as project conditions dictate e.g. night-working, seasonal changes etc.

4.7 On Site Medical Personnel

The on-site Nurse shall assume responsibility for functions including the following:

- First aid and initial treatment
- Readiness of first aid station and ambulance (where one has been deployed)
- Requesting external medical, rescue emergency service when deemed necessary
- Management of medical supplies and other medical equipment
- Assisting site management in completing the incident investigation report and recording first aid services rendered.

5 EMERGENCY RESPONSE REQUIREMENTS

The Emergency Response Plan shall detail the following requirements;

5.1 Emergency Response Resources

The Project or Facility Manager shall ensure that the appropriate resources are in place to deal with an Emergency Response Incident.

Resources include (but are not limited to):

Appropriately trained Emergency Response personnel, Firefighting equipment, Medical and first aid facilities, Recue boats (work over water), Spill response kits for chemical spills etc.

Ther resources available should be suitable for responding to any potential emergency incident identified.

5.2 Emergency Incident Prevention

To assist in the prevention of emergency events occurring, Site Management shall ensure:

- Walkways & Passageways remain unobstructed,
- All points of emergency access or egress are clear at all times,
- Electrical control panels and switchgear remain unobstructed at all times,

- All waste bins are emptied regularly,
- All flammable goods and chemicals are stored according to the MSDS requirements and JBN procedures and Regulations,
- Fire fighting Equipment is fully operational & tested
- Maps are posted at the workplace indicating evacuation routes, fire extinguisher locations, assembly points and emergency phone/radio contact lists are regularly updated and posted on-site.
- All JBN HSE Procedures are fully complied with.

5.3 Emergency Incident Notification

The requirement to report all incidents to a responsible person should be communicated to all project personnel (including subcontractors) as well as client representatives and visitors as part of the HSE communication/induction process.

The contact details of the Project Manager, HSE Manager, Emergency Response Team Leader, on-site medical personnel and other key personnel should be made available at all key Project areas and offices.

5.4 Emergency Response Drills

A minimum of two Emergency Response Drills per year should be held on all Projects. The Drills should be evaluated as to their effectiveness and identified non-conformances should be detailed and rectified.

5.5 Documentation

Document the incident, including photos, videos, written reports, witness statements, for personnel injury, Road Traffic incidents and environmental incidents the required JBN reporting procedures should be complied with.

Documentation provides a clear record of what happened, how the Incident Response Team responded, and what steps were taken to resolve the issue.

6 TRAINING AND AWARENESS

Training and awareness programs should be implemented, and a minimum of two Emergency Response Drills should be conducted per annum.

All personnel nominated as ERT members shall receive training on the function, responsibilities and duties of the Emergency Response Team.

All personnel on-site on a permanent or temporary basis, including visitors and client representatives shall be made aware of the Sites Emergency Response Procedures at induction training and through TBT's.

Training requirements shall be regularly reviewed to take into account changes in identified risk and feedback from Emergency Response Drills.

A Lessons learned action report should be produced following the emergency drill so that any identified deficiencies in the Incident Response can be rectified.

7 APPENDIX 1

Project HSE Emergency Response Plan Template.

This Emergency Response Plan Template is to be completed when a stand-alone Emergency Response Plan is required for the Project.

HSE MANAGEMENT SYSTEM DOCUMENTATION

Corporate HSE Procedure

CHSE_Pr-006

HSE RISK ASSESSMENT

APPROVED BY



MANAGING DIRECTOR

Rev.: 2.0_15.01.2025



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ISSUE 2

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Document Approval of This Issue

	Name	Signature	Position	Date
Prepared by	Peter Drillingcourt		Corporate HSE Manager	16.1.25
Reviewed by	Trust Ekaji		Assistant HSE Manager	21/02/25
	John Afamgbe		Corporate Training Manager	21/02/25
	Tim Oseghe		RSE HSE Manager	21/02/25
	Solace Orlu		RW HSE Manager	21/02/2025
	Iyenoma Osazee		RCN HSE Manager	21.02.2025
	Benjamin Bott		Executive Project Coordinator Operations	21/02/25
Approved by	Dr. Peer Lubasch		Managing Director	28/05/25

1 INTRODUCTION

1.1 Introduction

This procedure is an integral element of the Julius Berger Nigeria Plc Safety Management System Documentation.

Julius Berger Nigeria Plc are committed to ensuring the Health Safety and Welfare of all our employees, third parties and all other persons who may be affected by our operations.

A key element in achieving our objective of safe operations on construction sites and facilities is the identification and assessment of potential risks relating to the health and safety of our employees, others who may be affected by our operations and the environment.

To enable this objective to be achieved it is a requirement that ALL Projects and existing facilities are reviewed in line with this procedure.

Identifying hazards, assessing risks levels and determining the necessary control measures to be implemented to reduce the risk are key activities to be carried out in order to reduce HSE risk level as low as reasonably practicable.

This document details the procedures that are to be adopted for the HSE Inspection of JBN facilities and Projects to ensure:

- That there is adequate Inclusion of HSE Management in Project planning.
- That there is a robust system for the identification of non-compliance with JBN HSE Management System requirements.
- That there is a comprehensive system in place for the identification of unsafe acts and unsafe conditions.
- That there is the availability of data to enable a review of our overall HSE performance at Business Unit, Region, Project and Company level.
- To enable us to ensure compliance of JBN operations with HSE requirements in respect to Client, JBN, Federal and State Regulatory requirements.
- To ensure compliance with HSE monitoring requirements at JBN facilities and Projects.

2 SCOPE AND OBJECTIVES

2.1 Scope

This procedure is applicable to Identifying hazard, assessing risks level and determining necessary controls are key activities to be carried out in order to reduce HSE risk level as low as reasonably practicable. The HSE Risk Assessment Procedure applies to all JBN Operating Regions, Project Units, Service Units and Departments across Nigeria and other JBN subsidiaries (hereafter termed JBN Group).

2.2 Process Objectives

This procedure defines the processes to be implemented within the organization for identifying hazards, assessing HSE risk levels and determining necessary controls required to minimize the risk so far as is reasonably practicable.

3 DEFINITIONS, ABBREVIATIONS

3.1 Definitions

Hazard:

Any source of potential harm or damage that potentially can cause adverse effects to the safety and health of employees, third parties, property or the environment.

Risk:

Risk is the likelihood that a hazard will actually cause an adverse effect to persons, property or the environment and the potential severity of harm occurring due to exposure to the hazard (i.e. Risk = likelihood x consequences).

As Low As is Reasonably Practicable:

A risk reduced to levels that are deemed acceptable and further risk reduction measures would be in terms of cost or time disproportionate to the probability and consequences of occurrence that it would be objectively unreasonable to implement them.

Risk assessment:

A systematic process of identifying hazards and evaluating any associated risks within Julius Berger Nigeria Plc operations workplace, then determining control measures to remove or reduce the risks to a level as low as is reasonably practicable.

3.2 Abbreviations

HSE	: Health, Safety and Environmental
ALARP	: As low as is reasonably practicable
JBN	: Julius Berger Nigeria Plc
JSA	: Job Safety Analysis
PM	: Project Manager
FRA	: Fire Risk Assessment

4 RESPONSIBILITIES

JBN Management shall introduce the procedure.

CHSE shall act as primary source for collation of all HSE Inspection reports, communication, and correspondence.

Region/Business Unit Management shall ensure that the procedure is fully implemented within their sphere of responsibility.

Project Managers shall ensure that the procedure is fully implemented and operated at Project level.

Region HSE Managers (or Senior HSE personnel where applicable) shall review the implementation of the procedure and ensure compliance.

4.1 Regional HSE Manager (Senior HSE Personnel)

The Regional HSE Manager or his representative are responsible for:

- Conducting the Project/facility HSE risk assessment with persons nominated by the Project/facility management.
- Recording the HSE risk assessment.
- Ensure training is provided to the Project/facility management regarding the HSE risk assessment process when necessary.
- Ensure training is provided to Project/facility supervision regarding the Job Safety Analysis process when necessary.
- Monitor the implementation of the HSE risk assessment control measures and report findings to the Project/facility management and Region management accordingly.
- Notifying Project/Facility management of the need for a HSE risk assessment review when justified by changes of activity, events, accident trend, legal requirements changes, objective changes or any other circumstances that would necessitate a review.

4.2 Project/Facility Management

The Project or Facility Manager is responsible for:

- The implementation and enforcement of this procedure within their area of responsibility and control.
- Nominating the persons who will participate in conducting the HSE risk assessment.
- Approving the Project/Facility HSE risk assessment.
- Ensuring implementation of the control measures detailed within the HSE risk assessment to ensure that all identified risks are minimised to ALARP.
- Ensuring that the HSE risk assessment is reviewed on change of material circumstances, after an incident and on an annual basis.

4.3 Project/Facility Supervision

Project/Facility Supervision are responsible for:

- Developing JSA for critical activities and/or as specified by the Project/Facility HSE risk assessment.
- Ensure JSA content is understood by the work crew conducting the job during the pre-task briefing.
- Ensuring controls defined by the HSE risk assessment and JSA are implemented.
- Review JSA when required by changes of work activity, accident investigation findings, or requirements changes.

4.4 Project/Facility Representative

Project/Facility HSE representatives are responsible for:

- Monitoring the implementation of the controls denoted by in the Project/Facility HSE risk assessment and JSA's and reporting any non-conformances to Project/Facility Supervision and/or Management for correction.
- Advise Supervision and/or Project Management on the need for review or need for development of JSA's.
- Maintain the Project/Facility JSA database.

5 PROCEDURES

5.1 HSE Risk Assessment

The working team assigned by the Project/Facility Management to conduct and document the Project/Facility HSE risk assessment shall conduct the following tasks:

1. List all Project/Facility related activities, facilities and major plant and equipment.
2. List all Hazards associated with the activities, facilities and environment that could impact on Health, Safety or the environment.
3. Determine who or what is at risk from the identified hazards (persons (employees and third parties), property, environment)
4. List the current level of HSE measures that the Project/Facility has in place for each identified hazard.
5. Determine the risk level related to each identified hazard with current controls implemented by using the HSE risks assessment matrix 5.1.1. (Low, Medium or High).
6. If the risk level is not defined as low (ALARP), additional HSE measures shall be determined in order to obtain a low (ALARP) residual risk level.
7. Nominate the person responsible for the implementation of each of the required controls and the implementation time frame.
8. Record the HSE risk assessment by using the form CHSE/PR/003-HSERA-Rev 2.0. attached to this procedure.
9. Submit the completed HSE risk assessment to the Project/Facility HSE Management for final review and approval.

Once approved the Project/Facility HSE risk assessment shall be implemented by the responsible parties.

5.1.1 HSE RISK ASSESSMENT MATRIX

HSE Risk assessment matrix				Likelihood				
Consequences		People	Environment	1 Cannot occur	2 Improbable Result of a chain of extraordinary events unlikely to happen	3 Remote Result of a chain of events. May happen once in Project lifetime	4 Occasional Result of occasional activity or unusual process May happen once a year	5 Frequent Result of a frequent activity or standard process. May happen several times a year
	1	Negligible Slight injury or health effects, return to work	Negligible Localised onsite release, short term damage, recovering through natural process within few weeks, negligible generation of waste	LOW	LOW	LOW	LOW	MEDIUM
	2	Minor Minor injury or health effects, requires medical treatment	Minor On-site release immediately contained short-term damage to the environment, minor generation of waste.	LOW	LOW	LOW	MEDIUM	MEDIUM
	3	Critical Major injury or health effects, Lost Time Injury, no disability	Critical Breach of environmental best practice or option, on-site release contained with outside assistance, medium term damage (reversible within 1 year), Moderate generation of waste.	LOW	LOW	MEDIUM	MEDIUM	HIGH
	4	Major Single fatality or permanent total disability	Major Extended breaches of statutory or prescribed limits, off-site release, with no external detriment, long term /reversible damage, major generation of waste	LOW	MEDIUM	HIGH	HIGH	HIGH
	5	Severe/Catastrophic Multiple fatalities	Severe/Catastrophic Breach of environmental legislation/contractual requirements. Toxic release off-site with widespread detriment long-term irreversible damage.	LOW	HIGH	HIGH	HIGH	HIGH

5.2 Job Safety Analysis (JSA)

When the Project/Facility HSE risk assessment, the activity Method Statement, or other external requirements dictate so, Project/Facility Supervision shall develop a JSA for the activity undertaken.

Supervision shall follow the below steps:

1. Break the activity into stages of operation.
2. Identify all hazards associated with each stage of the operation.
3. Determine the necessary HSE controls to reduce the risk ALARP.
4. Nominate a responsible person for each required HSE control to be implemented.
5. Record the JSA by using the attached form CHSE/Pr/003-JSA Rev.2.0.
6. Conduct a pre-task briefing during which the JSA will be reviewed, communicated and clearly understood by all individuals participating to the activity.

5.3 Fire Risk Assessment (FRA)

FRA requirements are defined within the Corporate Procedure CHSE/Pr/008 Fire Protection and Prevention.

FRA will be required for large office complexes, all Project or permanent Lifecamps and on Building Projects at various stages of the project.

6 FORMS AND ATTACHMENTS

- (1) Form: CHSE/PR/006-HSERA-Rev 2.0
- (2) Form: CHSE/Pr/006-JSA Rev.2.0

Project HSE Risk Assessment						Reference N°:			
Assessors' Names & Positions						Project Location			
#	Activity	Hazard	Who/what is at risk	Current controls	Risk level High Medium Low	Additional control to be implemented			
						Controls	Residual risk level	Responsible person	Date of Completion

Job Safety Analysis				
Activity:				
Prepared by:		Date:		
Stage of operation	Hazards	Risk level (H,M, L)	Mitigation measures and controls	Person responsible
Approved by: (Date, name and signature)				

HSE MANAGEMENT SYSTEM DOCUMENTATION

Corporate HSE Procedure

CHSE_Pr-009

PROCEDURE FOR HOT WORK AND HOT WORK PERMIT

APPROVED BY


MANAGING DIRECTOR

Rev.:2.0_16.01.2025



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ISSUE 1

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ISSUE 2

2	2.0	• Corporate HSE Procedure Hot Work and Hot Work Permit	P Drillingcourt 16.01.25	Regional HSE Managers	Managing Director
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Document Approval of This Issue

	Name	Signature	Position	Date
Prepared by	Peter Drillingcourt		Corporate HSE Manager	17.1.25
Reviewed by	Trust Ekaji		Assistant HSE Manager	20/2/25
	John Afangbe		Corporate Training Manager	21/02/25
	Tim Oseghe		RSE HSE Manager	21/02/25
	Solace Orlu		RW HSE Manager	21/02/25
	Iyenoma Osazee		RCN HSE Manager	21.02.25
	Benjamin Bott		Executive Project Coordinator Operations	21/2/25
Approved by	Dr Peer Lubasch		Managing Director	20/05/25

1 INTRODUCTION

1.1 Introduction

Construction and maintenance work can involve activities requiring the use of open flames, the local application of heat or the generation of heat. Examples include activities using gas or electric welding and cutting equipment, blowtorches, hot air guns, bitumen/tar boilers, grinding wheels and cutting discs.

When these activities are carried out in direct contact or in close proximity to flammable/combustible substances or materials there is a risk of fire/explosion. There have been numerous examples of fires within Julius Berger Nigeria Plc Projects caused by uncontrolled Hot Works.

2 SCOPE, OBJECTIVES AND EXEMPTIONS

2.1 Scope

The Hot Work Procedure applies to all JBN Operating Regions, Project Units, Service Units and Departments across Nigeria and other JBN subsidiaries (hereafter termed JBN Group)

This procedure applies to all company & contractor personnel involved in activities where hot works are carried out.

2.2 Process Objectives

This procedure and guidance is designed to:

- Protect employees, company representatives, and the public from injury during hot work activities.
- Prevent property damage from occurring during hot work.
- Minimise the risk of fire outbreak during hot works.

2.3 Exemptions

It is generally not necessary to obtain a permit in open areas where there is no risk of igniting combustible materials. Examples of open areas include but are not limited to:

- Bulk earthwork areas
- Open roads
- A fire risk assessment should be carried out where any doubt exists.

2.4 Guidance on whether a hot works permit is required for external works

Guidance on whether a hot works permit is required for external works

Note: Should the answer to any of the following questions be YES a Hot Works Permit will be required.

- Is there a risk of igniting any flammable liquids or gases in the vicinity of the works?
- Is there a risk of igniting any materials in the vicinity of the works?
- Is there a risk of dust, fume or heat activating fire alarms in buildings?

3 ABBREVIATIONS

3.1 Abbreviations

JBN	: Julius Berger Nigeria Plc
PM	: Project Manager
HSE	: Health, Safety and Environment
PPE	: Personal Protective Equipment

4 RESPONSIBILITIES

JBN CHSE manager shall introduce the procedure.

CHSE shall act as primary source for collation of all reports, communication, and correspondence.

Region/business unit management shall ensure that the procedure is fully implemented within their sphere of responsibility.

Project managers shall ensure that the procedure is fully implemented and operated at project level.

Region HSE managers (or senior HSE personnel where applicable) shall review the implementation of the procedure and ensure compliance.

4.1 Project Management/Site Management

Project Management have the following responsibilities:

- Ensuring adequate precautions are in place to prevent injury or ill health.
- Ensuring adequate fire precautions are in place.
- Carrying out risk assessments & job safety analysis.
- Ensuring those performing the work understand and adhere to the work precautions, restrictions, and conditions.
- Ensuring all nominated personnel is trained and competent for their relevant tasks.
- Monitoring of works to ensure compliance.
- Stopping the work whenever a hazardous condition develops that could endanger workers.
- Ensuring relevant rescue and first aid facilities are available.
- Ensuring workers attend HSE induction and any required training courses.
- Ensuring necessary PPE is available.

4.2 Supervisors

Project and Facility Supervision have the following responsibilities:

- Satisfying requirements of work instructions issued by site management. (Risk assessment, fire risk assessment job safety analysis, etc).
- Initiating the hot work permit process.
- Verifying necessary steps have been taken to eliminate the possibility of accidental fire.
- Verifying a fire watch is present and that the fire watch understands assigned duties.
- Assuring that all required fire and safety equipment is in place and in working order.
- Ensuring specified precautions are in place to prevent fire outbreak.
- Communicating the conditions and restrictions to workers.
- Monitoring of workers.
- Pre task briefings to workers.
- PPE issue.

4.3 Fire Watch

Those detailed as operators on "fire watch" have the following responsibilities:

- Continuously monitoring assigned job(s).
- Understanding use of fire protection equipment.
- Extinguishing incipient stage fires.
- Sounding an alarm and summoning help by two-way radio, air horn or some other means.
- Checking the work areas 1 hour after hot works cease.

4.4 HSE Personnel

HSE Personnel have the following responsibilities:

- Collaborating with the site management and supervision in the development and preparation of safety documentation.
- Monitoring the requirements of policies/ procedures/permits etc to ensure control measures are implemented and complied with.
- Archiving of safety documentation for audit purposes.
- Site inductions, toolbox talks, and required training.
- Correcting unsafe acts & conditions.
- HSE Meetings.
- Investigation of incidents to prevent recurrence.

4.5 All Employees

All employees have the following responsibilities:

- Take all reasonable and practical steps to care for their own health and safety and avoid affecting the health and safety of co-workers and the general public.
- Cooperate with HSE instructions and not interfere with any safety arrangements.
- Check hand tools and equipment for defects prior to the start of work and use the equipment properly.
- Attend HSE training when requested.
- Report any incident involving injury or damage to their Supervisors.
- Inform HSE supervisors of any near miss that occurs.

5 HOT WORK PROCESS

5.1 Planning

Hot work involves inherent risks. There are several considerations to be made by those planning the work prior to issuing a Hot Work Permit!

Does the work need to be performed by "hot" techniques or equipment? If the work can be completed cold, (e.g. cut rebar with bolt croppers instead of a cut off saw) this should be the preferred alternative. Hot work should be the exception, not the rule.

If hot work is needed, can it be moved to another safe area away from flammable materials and other equipment?

Identify all the hazards and take the necessary precautions. After reviewing the work area and proposed activity, the scope and requirements must be clearly defined on the Hot Work Permit.

Any change in scope means the permit must be re-evaluated and renewed.

Also consider how the work will be supervised.

A communication process should be in place such as 2 way radios, mobile phones, even audible shouts may suffice in the event of an emergency.

5.2 Equipment for Hot Works

Use of oxygen combined with other fuel gases (e.g. acetylene, propane etc)

When using oxygen in conjunction with a fuel gas (e.g. acetylene or propane) there can be a risk of backfires and flashbacks into the gas cylinders. These are usually caused by defective or incorrectly operated equipment.

Backfires occur when the torch flame burns back into the blowpipe, sometimes it can continue burning back to the point where oxygen and the fuel gas are mixed causing a potentially serious situation.

Flashbacks are caused by a reverse flow of oxygen into the fuel gas hose (or fuel gas into the oxygen hose) – this then produces an explosive mixture in the hose. The flame can then burn back through the blowpipe, into the hose and may even reach the pressure regulator and the cylinder.

This can result in damage or destruction of equipment and could even cause the cylinder to explode. This could result in serious injury to personnel.

Where gas cylinders are being used in buildings they must be removed from the building at the end of every shift or day.

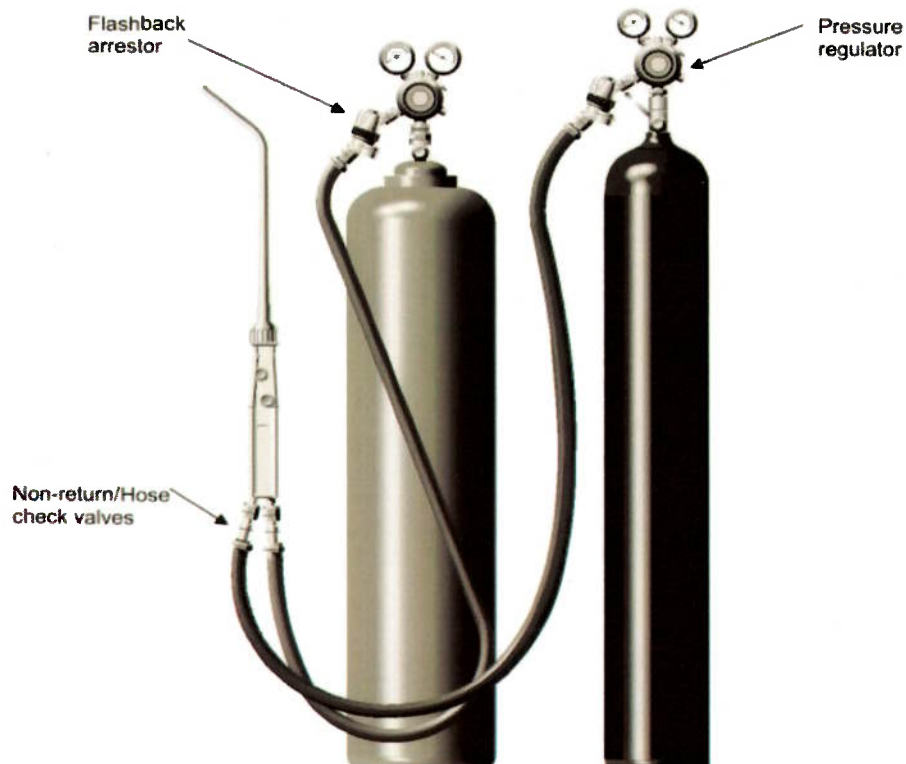
5.3 Flashback Arrestors

Flashback arrestors are devices that will prevent the flame from burning back up into the cylinder potentially causing an explosion. These should always be used where oxygen is used in conjunction with a fuel gas.

The flashback arrestor used must be suitable for that type of gas (i.e. oxygen for the oxygen hose, acetylene for acetylene hose)

5.4 Non-Return Valves

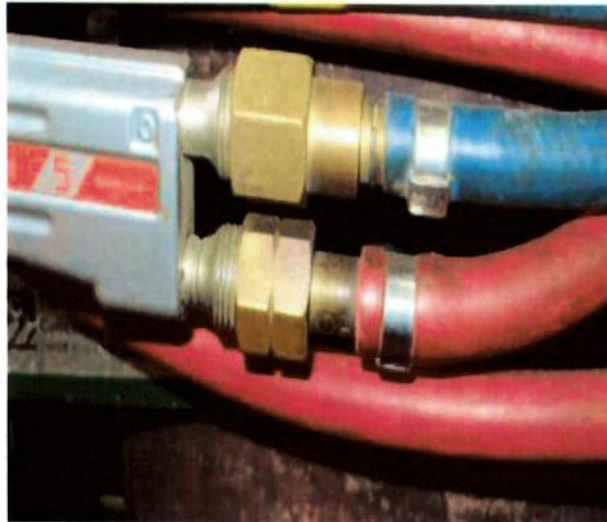
Non-return valves help prevent oxygen reverse flow into the fuel line and fuel flow into the oxygen line. These should always be used where oxygen is used in conjunction with a fuel gas. The non-return valve used must be suitable for that type of gas (i.e. oxygen for the oxygen hose, acetylene for acetylene hose). These valves are normally an integral part of new hoses.



5.4.1 Figure 1: Flashback arrestors, non-return valves & pressure regulator installed



5.4.2 Figure 2: Flashback arrestor



5.4.3 Figure 3: Non-return valves

5.5 Pressure Regulators

Pressure regulators are precision items of equipment used to reduce and control gas pressure (the gas is at a very high pressure inside the cylinder). Using the wrong type of regulator for the gas, or one which is damaged can lead to an increased risk of backfires or flashbacks.

Pressure regulators should be the correct type for the gas (this will be marked on the regulator), there should be no sign of damage to the regulator (including broken gauges).



5.5.1 Figure 4: Damaged regulator and information plate

5.6 Use of fuel gases on their own

Where gas cylinders are used on their own (i.e. without oxygen) there should be an isolation valve on the torch to prevent air slowly diffusing back up the hose and creating a potentially explosive mixture. If there is no isolation valve near the flame then a non-return valve will be required.



5.6.1 Figure 5: Isolation valve on propane hose

5.7 General Requirements for all Fuel Gases

Hoses should be free from mechanical damage, oil or grease. Since a fire in a coiled hose is difficult to extinguish, oxygen or fuel gas hoses should not be coiled around the cylinders, regulators or the cylinder trolley during operation of the equipment.

Cylinders should be secure. Cylinders should be adequately secured during use, where oxy-fuel gases are used these should be kept on a trolley or chained to a structure and not be left standing loose.

Cylinders must also be kept in a secure area, separated by type and quantity (full or empty) and stored away from buildings and traffic routes. Cylinders should be in good condition without any obvious signs of damage or deterioration.

5.8 Other Equipment for Hot Work

Other equipment used for hot working must be in good condition and be adequately secured.

Tar or bitumen boilers - where practicable, gas cylinders should be kept at least 3 metres away from the burner.

If arc welding is to be carried out then adequate screening around the work area will be required to prevent injury to the eyes of those not working on the job.

5.9 General Precautions for Hot Work Equipment

Boilers, welding torches or any other 'hot work' equipment should never be left unattended when alight.

Gas supplies to gas fuelled equipment must be turned off at the cylinder when the equipment is not in use.

5.10 Isolation of Fire Detection

There is a risk that fumes arising from hot works could activate fire detectors in the vicinity of the works. This includes external works carried out near open windows, doors or air intake points for ventilation systems.

Detectors should be bagged, however, where this is not possible then the detectors themselves should be isolated.



5.10.1 Figure 6: Bagged & taped smoke detector

The consequences of isolating detectors and not having coverage in that area should be considered. Advice may need to be sought if multiple detectors/zones need to be isolated.

Detectors which are bagged or isolated at the panel should not be left like this overnight. If the detector is isolated at the panel, it may mean that an electrician will have to be in attendance when the Hot Work permit is cancelled.

5.11 Confined Spaces

There is a risk that hot works carried out in poorly ventilated areas could cause a confined space situation to arise – welding/cutting processes could use up oxygen in the air causing oxygen deficiency, leaking gas cylinders could create a build-up of flammable gases leading to fire or explosion.

5.12 Harmful Fumes

Depending on the material used in the hot works process (e.g. welding rod) and the material being worked on (e.g. lead), the resulting fumes could be harmful if inhaled.

For the above reasons it is important that the area is well ventilated. Where there is insufficient natural ventilation, mechanical ventilation may be required.

5.13 Spread of Fumes by Ventilation Systems

There is a risk that any hot works carried out near grilles or fans for ventilation systems could spread to other areas in buildings and activate fire detection points in these areas. Checks should be carried out before work commences to identify such points where fumes could spread. The ventilation system may need to be isolated or blanked off as necessary. This would include hot works carried out outside near air intake points.



5.13.1 Figure7: Smoke and fumes can spread through ventilation systems

5.14 Provision of Fire Extinguishers

A fire extinguisher must be available at the work location where the hot work activity is going to be carried out. The fire extinguisher must be suitable for the activity and equipment being used (e.g. a water extinguisher is not suitable where electrical equipment is to be used).

5.15 Combustible Materials

It is important that anything which is loose and is combustible (e.g. timber sheets, flammable liquids, accumulation of wood dust etc) is removed from the work area.

Where Hot Work is being conducted on the exterior of a container it is essential that the container is open, and combustible materials have been removed.

Where Hot Works are being conducted on a container wall or roof any container immediately adjacent should be opened and combustible materials removed to reduce the risk of radiant heat causing a fire.

Where hot works are to be carried out in car parks or roads then all non-essential vehicles should be removed from the area as they contain fuel.

Where combustible materials cannot be removed precautions will need to be implemented to prevent fire outbreak - e.g. cover combustible material with non-combustible material (fire blanket).

Where work is taking place on one side of a wall, floor, ceiling, roof, pipe – work ductwork etc checks should be carried out to identify routes where fire could spread (or heat could be conducted and start a fire) from the work area to these adjacent areas.

It may be necessary for a person to be posted at the other side of the work area to ensure that a fire does not start.

5.16 Work on Enclosed Equipment

Where work is to take place on enclosed equipment (e.g. tanks, containers etc), tests should be carried out first to ensure that these have been emptied of any flammable liquids or gases and the tank or container should be thoroughly purged to ensure there is no liquid or gas flammable residues. A specialist contractor may be required for such works and advice should be sought from the HSE Department with respect to the required HSE competencies needed.

HSE guidance on these subject states that:

"Flammable liquids and vapours such as petrol, diesel, fuel oil, paints, solvents, glue, lacquer and cleaning agents are found in many places of work.

If a welding torch or powered cutter is used on a tank or drum containing flammable material (solid, liquid or vapour), the tank or drum could explode violently.

People have been killed or seriously injured by such explosions. Tanks and drums that seem to be 'empty' usually still have residues in the bottom, in seams and other crevices. Just a teaspoon of petrol in a drum can be enough to cause an explosion, when heated and turned into vapour".

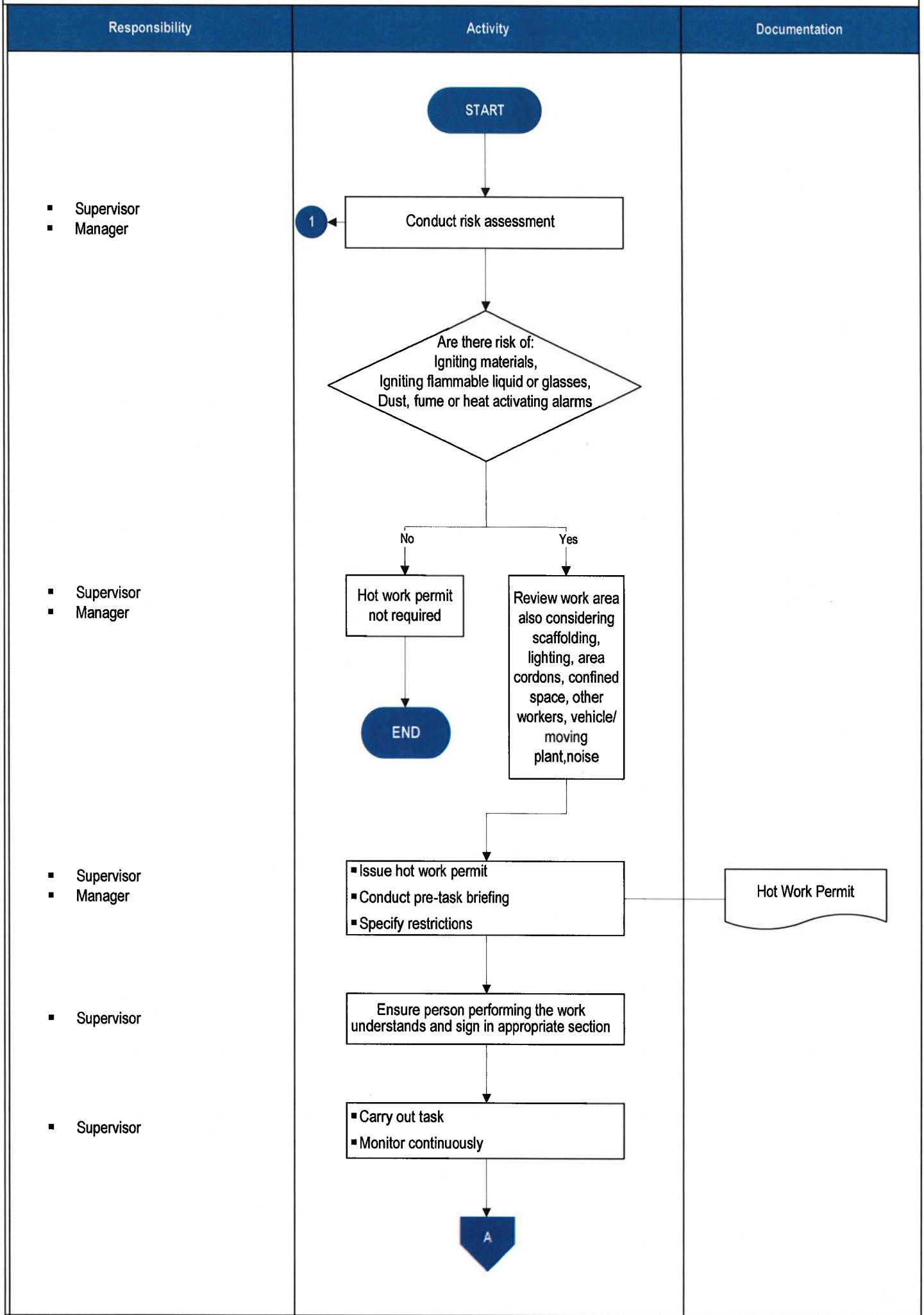
5.17 Period of Fire Watch

There is a risk that a fire could occur after the hot works have been completed (e.g. as a result of combustible material which has been left smouldering). For this reason it is essential that someone checks the work area at least one hour after completion. All Hot Works should be planned to take this into account and not started too close to the site closing time. The fire watch period will be longer than one hour where there is a greater risk (e.g. hot works carried out on old buildings with large amounts of timber present). It is recommended that all Hot Works should be ceased a minimum of 1 hour before the site closing time.

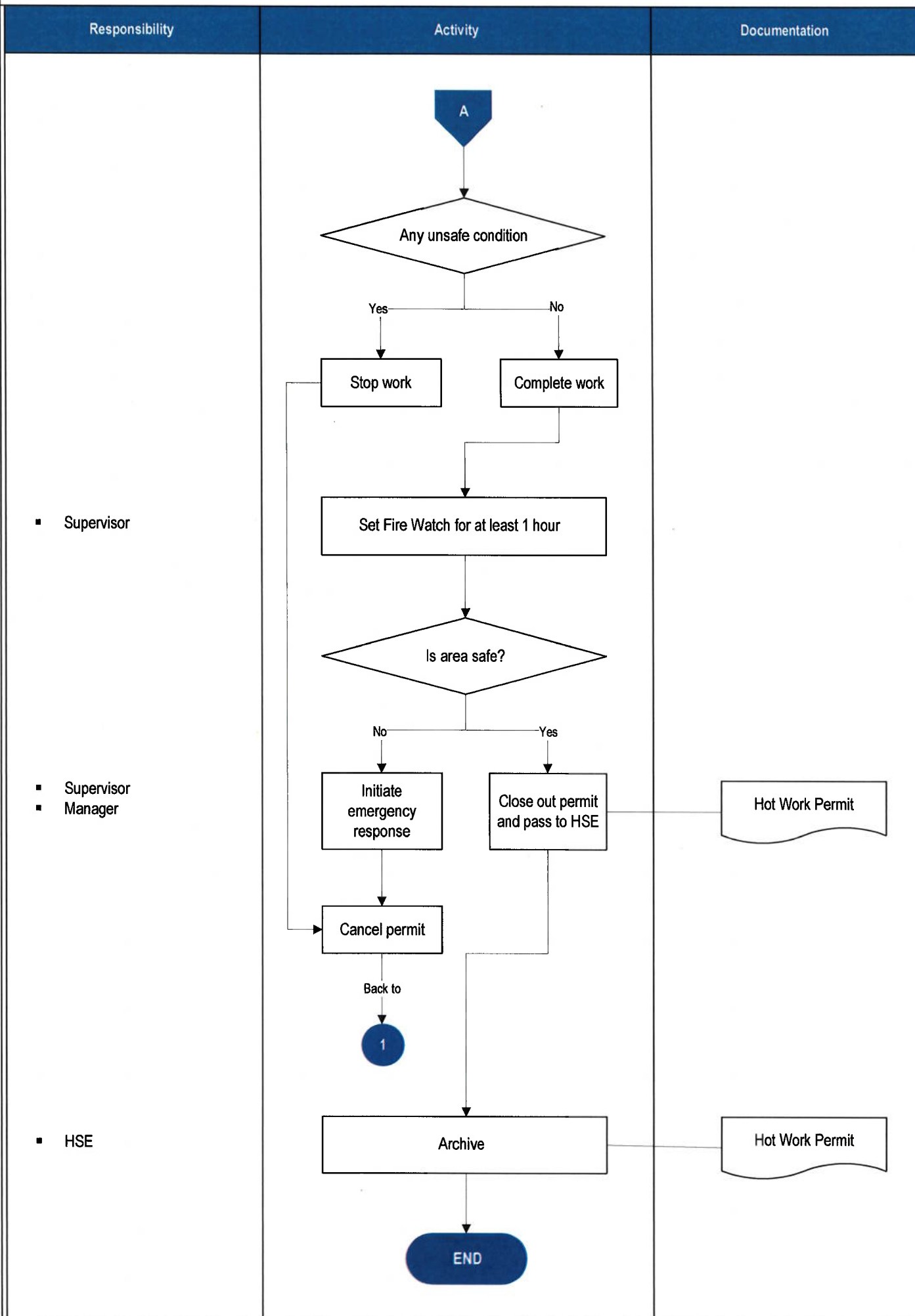
5.18 Period of Validity

Work can only take place up until the time specified on the permit. If the work is not complete by the expiry time, a new permit must be issued. Hot Works Permits are only valid for a maximum of a single calendar day.

Flowchart FC-5.1-1: G. I. Hot Work Permit Process



Flowchart FC-5.1-1: G. I. Hot Work Permit Process



6.2 Permit Completion Procedure

1. The supervisor/manager in conjunction with the Project HSE personnel conducts a Risk Assessment of the proposed activity to determine if the proposed hot work will potentially:
 - Ignite flammable liquids or gases in the vicinity of the works.
 - Ignite any materials in the vicinity of the works.
 - Pose a risk of dust, fume or heat activating fire alarms in buildings.
2. Following a review of the work area, the supervisor/manager will determine which additional safety requirements must be met such as erection of scaffolds, additional lighting etc.
3. The supervisor/manager may also specify any other restrictions or approvals as deemed necessary.
4. Hot Work Permits are valid for a maximum of 1 calendar day only.
5. The supervisor/site manager completes the Hot Work Permit specifying:
 - Job reference
 - Date
 - Location
 - Scope of works
 - Permit duration (1 day maximum)
 - Foreseeable hazards
 - Applicable precautions
 - Any required additional control measures and/or further information.
6. The supervisor/site manager reviews the permit and all requirements with the person (s) carrying out the hot works, informing them of all precautions, restrictions, and conditions.
7. Person(s) performing the work (or foreman/supervisor for a large crew) review the permit and sign in the appropriate section.
8. The supervisor/site manager in conjunction with the Project HSE personnel carry out a final inspection of the job site to ensure all permit conditions are satisfied and all signatures have been obtained.
9. After the requirements specified by the permit are met, personnel may proceed with the hot works. A copy of the permit must be posted at the work location.

6.3 Work Completion

Upon job completion, the fire watch inspects the site at least 1 hour after the works have finished and communicates to the person in charge that the work area has been left in a fire safe condition, this should be confirmed by the Project HSE personnel.

The supervisor then closes out the permit. Completed closed out permits are passed onto HSE department for archiving.

6.4 Permit Cancellation

If a hazardous condition develops and the work area is deemed unsafe, work must be **STOPPED IMMEDIATELY** and the permit cancelled.

Any time the permit is cancelled in these circumstances, the area must be reassessed, confirmed safe and a new permit re-issued before work may resume.

6.5 Hot Work Permit

Hot Work Permit		 JULIUS BERGER	
Job Reference:		Date:	
Location:			
Scope of works e.g. welding, burning, cutting			
Permit Valid From: (Date & Time)		Permit Valid To: (Date & Time)	
Duration of permit must not exceed 1 day			

Section 1: Hazards	
☐ Flammable gas	☐ Falling person
☐ Flammable liquid	☐ Falling object
☐ Flammable solid	☐ Access/egress
☐ Vapour/Fume	☐ Other workers
☐ Sparks/Spatter	☐ 3 rd Party/public
☐ Explosion	☐ Vehicles/moving plant
☐ Confined space	☐ Noise
☐ Inadvertent fire alarm activation	Other Hazards (Specify)
☐ Inadequate ventilation	
☐ Slips, trips, falls	
☐ Inadequate lighting	
☐ Electrical hazard	
☐ Mechanical hazard	

Section 2: General	Yes	No	NA
If any, fire fighting appliances are operational?			
Smoke, heat or other detectors disabled or isolated?			
Fire panel disabled or isolated?			
Hot work equipment in good condition and inspected?			
A fire watch is required, nominated and in place?			
A fire extinguisher is readily available at hot work location?			
Section 3: Precautions within 6m of hot work area	Yes	No	NA
Are all combustibles (solid or liquid) removed or protected by fire proof screens?			
Is the area free of flammable vapour and the atmosphere is not explosive?			
When working at height fire blankets, tarpaulin or screen is in place to protect against falling sparks?			
Section 4: Enclosed spaces	Yes	No	NA
Has enclosed equipment or space been cleaned of all unnecessary combustible material?			
Has enclosed equipment or space been purged of all flammable liquids/vapour?			
Adequate air flow or ventilation is provided within the enclosed space?			
Confined spaces permit to work required and completed?			
Section 5: Work on walls or ceilings	Yes	No	NA
Have combustibles on the other side of the wall or ceiling been removed?			
The wall or ceiling is not combustible or covered with combustible materials?			
Section 6: Additional control measures/information (Specify)			

Section 7 - Sign Off & Authorisations

Issuer: Supervisor or Manager with specific permit writing authorisation

I confirm that works are safe to proceed in accordance with the control measures identified in this permit, and associated risk assessment and method statement.

Name:

Sign:

Date:

Time:

Accepter: The person in charge of the work If the issuer is not directly supervising

I accept responsibility that work will be carried out in accordance with this permit and that all persons under my control will comply.

Name:

Sign:

Date:

Time:

Work Completion/Permit Cancellation (Check Box as Applicable)

Supervisor or Manager with specific permit sign off authorisation.

☐ I certify that the hot work has been completed, that all work areas adjacent to the hot work have been inspected 1 hour after the completion of the hot work and were found to be fire safe.

☐ Permit has been cancelled due to an unsafe condition or unforeseen circumstance occurring.

Name:

Sign:

Date:

Time:

Post a copy of this permit at the work location.

Completed permits should be passed onto the HSE department for archiving & audit.



Hot Work Permit

Hot Work Permit			
Job Reference:		Date:	
Location:			
Scope of works e.g. welding, burning, cutting			
Permit Valid From: (Date & Time)		Permit Valid To: (Date & Time)	
Duration of permit must not exceed 1 day			

Section 1: Hazards	
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☐ Flammable liquid	☐ Falling object
☐ Flammable solid	☐ Access/egress
☐ Vapour/Fume	☐ Other workers
☐ Sparks/Spatter	☐ 3 rd Party/public
☐ Explosion	☐ Vehicles/moving plant
☐ Confined space	☐ Noise
☐ Inadvertent fire alarm activation	Other Hazards (Specify)
☐ Inadequate ventilation	
☐ Slips, trips, falls	
☐ Inadequate lighting	
☐ Electrical hazard	
☐ Mechanical hazard	

Section 2: General	Yes	No	NA
If any, fire fighting appliances are operational?			
Smoke, heat or other detectors disabled or isolated?			
Fire panel disabled or isolated?			
Hot work equipment in good condition and inspected?			
A fire watch is required, nominated and in place?			
A fire extinguisher is readily available at hot work location?			
Section 3: Precautions within 6m of hot work area	Yes	No	NA
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Section 4: Enclosed spaces	Yes	No	NA
Has enclosed equipment or space been cleaned of all unnecessary combustible material?			
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Adequate air flow or ventilation is provided within the enclosed space?			
Confined spaces permit to work required and completed?			
Section 5: Work on walls or ceilings	Yes	No	NA
Have combustibles on the other side of the wall or ceiling been removed?			
The wall or ceiling is not combustible or covered with combustible materials?			
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Section 7 - Sign Off & Authorisations

Issuer: Supervisor or Manager with specific permit writing authorisation

I confirm that works are safe to proceed in accordance with the control measures identified in this permit, and associated risk assessment and method statement.

Name:

Sign:

Date:

Time:

Accepter: The person in charge of the work If the issuer is not directly supervising

I accept responsibility that work will be carried out in accordance with this permit and that all persons under my control will comply.

Name:

Sign:

Date:

Time:

Work Completion/Permit Cancellation (Check Box as Applicable)

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☐ I certify that the hot work has been completed, that all work areas adjacent to the hot work have been inspected 1 hour after the completion of the hot work and were found to be fire safe.

☐ Permit has been cancelled due to an unsafe condition or unforeseen circumstance occurring.

Name:

Sign:

Date:

Time:

* Post a copy of this permit at the work location.

Completed permits should be passed onto the HSE department for archiving & audit.

HSE MANAGEMENT SYSTEM DOCUMENTATION

Corporate HSE Procedure

CHSE_Pr-016

PROCEDURE FOR LIFTING AND RIGGING

APPROVED BY



MANAGING DIRECTOR

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Document Revision History

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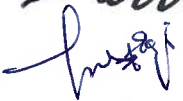
ISSUE 1

1	1.0	• Corporate HSE Procedure Lifting and Rigging	A Laroche 08.07.05	PED	Managing Director
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ISSUE 2

2	2.0	• Corporate HSE Procedure Lifting and Rigging	P Drillingcourt 03.03.25	Regional HSE Managers	Managing Director
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Document Approval of This Issue

	Name	Signature	Position	Date
Prepared by	Peter Drillingcourt		Corporate HSE Manager	27.5.25
Reviewed by	Trust Ekaji		Assistant HSE Manager	27/05/25
	John Afamgbe		Corporate Training Manager	27/05/25
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	Benjamin Bott		Executive Project Coordinator Operations	27/05/2025
Approved by	Dr. Peer Lubasch		Managing Director	23.06.25

1 INTRODUCTION

1.1 General

The undertaking of any activity which involves the rigging and lifting of equipment or materials is always a high-risk activity. Every year in the construction sector people are killed or seriously injured during lifting operations that are not properly planned or executed.

Lifting operations have to be properly planned, managed, supervised and carried out in order to prevent a failure during the lifting operation. In most cases, straightforward protection measures can prevent incidents from occurring but often a lack of thought and poor management control mean that the necessary protection is neglected leading to incidents and injuries.

2 SCOPE AND OBJECTIVES

2.1 Scope

This Procedure applies to all JBN Operating Regions, Project Units, Service Units and Departments across Nigeria and other JBN subsidiaries (hereafter termed JBN Group).

This procedure applies to all company and contractor personnel involved in Lifting and Rigging activities.

2.2 Process Objectives

The objectives of this procedure are to:

- Protect employees, subcontractors, company representatives and the public from injury during Rigging and Lifting activities.
- To minimise the risk of damage to structures and facilities during Lifting activities.
- To provide information and guidance on Lifting and Rigging techniques & best practice.
- To detail the methodology, responsibilities and guidance associated with lifting equipment and rigging accessories.

3 DEFINITIONS, ABBREVIATIONS

3.1 Definitions

3.1.1 Lifting Equipment

Lifting equipment, as defined within this procedure encompasses the following equipment that the JBN Group uses for its operations:

- All types of cranes (mobile, crawler, tower, gantry, overhead, etc.)
- Forklifts (including telescopic forklifts)
- Telescopic work platforms
- Piling equipment
- Hiab crane
- Excavator and pay loader (when used for lifting)

3.1.2 Rigging Accessories

Rigging accessories include all appliances used for lifting including slings of all types, eyebolts, shackles, chains, tilters, chain blocks, or any other piece of lifting equipment.

3.1.3 Operator

Competent person authorised by the Company to operate his/her assigned lifting equipment.

3.1.4 Rigger

Person handling any rigging accessories for lifting equipment who is involved in rigging activities.

3.2 Abbreviations

JBN	: Julius Berger Nigeria Plc
PM	: Project Manager
HSE	: Health, Safety and Environment
PED	: Plant and Equipment Department

4 INSPECTION AND CERTIFICATION

4.1 Lifting Equipment

Lifting equipment shall be inspected and at all times must be in compliance with the requirements of the Nigerian "Factory Act" and the Lifting and Allied Work Equipment Regulations 2018. The requirements include but are not limited to a thorough examination of all lifting equipment every 12 months or after substantial alteration or repairs by a person (competent Third-Party Engineer) approved by the Director of Factories.

Lifting equipment and lifting accessories used to lift personnel must be subject to a thorough examination every 6 months or after substantial alteration or repairs by a person (competent Third-Party Engineer) approved by the Director of Factories.

When Client requirements are more stringent than Nigerian requirements regarding third-party inspection and certification, Client requirements shall be implemented.

All lifting equipment shall be maintained, serviced and repaired by PED according to the equipment manufacturers specifications.

Any lifting equipment having failed the examination or inspection, shall not be operated and shall remain under the control of JBN PED.

4.2 Rigging Accessories

All rigging accessories shall be visually inspected by a competent person on a quarterly basis and colour coded to show that the rigging accessories have been inspected and deemed suitable for use.

All rigging accessories shall be inspected by the trained rigger or crane operator prior to any usage.

An identification number and Safe Working Load (SWL) shall be physically attached to all rigging accessories.

All rigging accessories shall be maintained, serviced and repaired according to the equipment manufacturers specifications.

All rigging accessories shall be stored in a manner that allows for easy inspection.

HSE is responsible for nominating the rigging accessories competent person (rigging accessories inspector) in each Business Unit/Site and Project and they shall liaise closely with PED representatives.

All rigging accessories that fail the examination or inspection shall be immediately destroyed.

JBN shall comply with any other particular Clients inspection requirements when those are more stringent than those described in this procedure.

5 RECORDS AND REGISTERS

PED shall maintain a register of all lifting equipment used.

The lifting equipment register shall indicate as a minimum the following information:

- Equipment name and type
- Equipment fleet number
- Assigned supervisor and section
- Assigned competent operator
- Last Internal servicing date and details (working hours and results)
- Next scheduled internal service (working hours, estimated date)
- Operation status (under repair or operational)

Note: PED shall maintain auditable records of their servicing schedule and activities.

PED shall keep records of all Third-Party or manufacturers certification.

These records shall be made available when requested by the HSE Department or Project/Site Management.

6 OPERATIONS

The following requirements apply to all lifting and rigging activities.

6.1 Planning and Preparation

All lifting activities shall be planned by the management and/or supervision in charge of the lifting activity.

The following planning and preparation activities shall be conducted prior a lifting operation:

- Clear and concise data for the load to be lifted (i.e. shape, weight, centre of gravity and rigging points).
- Selection of the suitable certified lifting equipment.
- Selection of the suitable inspected rigging accessories.
- Selection of the competent lifting operator and rigging personnel.

A Risk Assessment to determine the lift environment and associated control measures should be conducted and should detail the following:

- Lift start point
- Lift landing area
- Lift travel area
- Ground condition
- Weather conditions
- Surrounding environment (overhead structures or power lines, adjacent activities, public or other JBN work access).

6.2 Lifting Plan

A written Lifting Plan shall be developed for critical lifts involving two crane operations or in other circumstances where the lift is assessed as critical by the HSE Department, Project/Site Management or by PED.

The lifting plan shall include the following details:

- Position of the item to be lifted and of the lifting equipment to be utilised.
- Weight and configuration of the item to be lifted.
- Radius of the lift and the Safe Working Area.
- Maximum lift height.
- Calculated capacity of the lifting equipment at all stages of the lift and radius.
- Details and capacity of the rigging accessories.
- Ground load bearing capacity.
- Protection of structures in the travel area if applicable.
- Maximum wind speed allowed for the lift to take place.

6.3 Communication and Signals

Communication between a single source directing the lift and the crane operator is an absolute essential requirement to prevent lifting incidents. A designated and competent person, (Signalman or Banksman), shall be the sole person with the responsibility to direct the crane operator.

Means of communication must be established and can include hand signals or radio communication depending on the environment of the lifting operation configuration.

If hand signal is chosen, the visual contact between the signalman and the lifting equipment operator MUST be permanent during all the sequences of the lifting operation.

The signalman shall keep visual contact with the lifting equipment and the load during all the sequences of the lifting operation.

The signalman shall be the only person to give signals to the crane operator and shall be easily identified by the crane operator.

6.4 Lifting Equipment Hand Signals

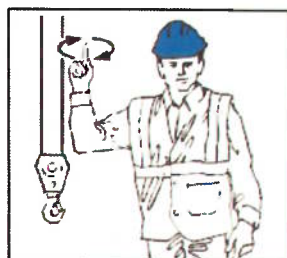
The following are the universally recognised hand signals for crane operation. All Banksmen, Signallers shall be trained on these hand signals:



STOP

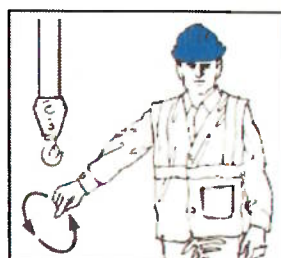
Extend one arm and hold palm vertical.

NOTE: EMERGENCY STOP is indicated by holding both arms up.



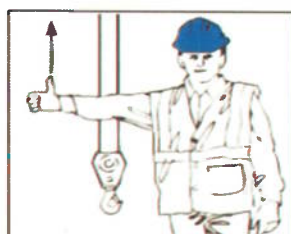
HOIST

With forearm vertical, forefinger pointing up, move hand in horizontal circles.



LOWER

With arm extended downward, forefinger pointing up, move hand in horizontal circles.



RAISE BOOM

Arm extended, fingers closed, thumb pointing upward.



LOWER BOOM

Arm extended, fingers closed, thumb pointing downward.



RAISE BOOM & HOIST DOWN

One arm extended, fingers closed, thumb pointing upward. Other arm extended downward with forefinger pointing down, move arm in horizontal circles.



LOWER BOOM & HOIST UP

One arm extended, fingers closed, thumb pointing down. Other arm extended vertical with forefinger pointing up, move arm in horizontal circles.

6.5 Crane Operator

Crane operators must be formally recognised as being competent to operate their equipment by the PED and have responsibility for their assigned lifting equipment.

Prior to any use of lifting equipment, the operator shall undertake an inspection of his lifting equipment and rigging accessories to be used for the planned operation. Where required by the Risk Assessment or by the Lifting Plan then another competent person shall carry out an additional inspection. (Supervisor, PED representative, others designated as a Lift Coordinator).

Crane operators shall participate actively in the pre-task briefing given by the supervisor in charge of the operation.

Crane operators shall immediately stop the lifting operation where any dangerous situation occurs, or when unplanned events or incidents occur during the operation. The operation can resume only when the problem has been resolved.

Crane operators shall operate the lifting equipment and the associated rigging accessories within their design and capacity range at all times.

Any by-pass of crane safeguards, alarms or other safety devices will be subject to disciplinary action up to and including dismissal.

Crane operators shall remain in their cabins and should not engage or assist in work for which they or not trained.

6.6 Riggers

Project/Site Management shall nominate clearly identified competent Riggers for all rigging and lifting activities.

Riggers are responsible for the rigging accessories used and the rigging operation of the load to be lifted.

Riggers shall have received rigging craft training related to the equipment they use and shall attend a rigging safety awareness course delivered by the HSE Department.

6.7 Banksman/Signalman

A Banksman/Signalman shall be in charge of each lifting operation and will be clearly identified as the person in charge. He shall be in communication with the crane operator and has the sole responsibility to direct the lifting operation

7 PERSONNEL LIFTING OPERATIONS

Persons must only be lifted in devices that have suitable edge protection in place to prevent falls from height.

In addition, there may be risks from other work equipment, structures or objects that the persons being lifted may strike. In these circumstances the risk must be assessed and the necessary precautions implemented.

Passengers should so far as reasonably practicable be protected from falling objects.

Gates or doors should not allow any person to accidentally fall from the carrier. Access doors on the carrier must not open outwards and should be fitted with a device to prevent inadvertent opening.

Lifting of personnel is considered as a "safety critical" activity and the following procedures and guidelines MUST be strictly adhered to.

7.1 Self-Elevated Platform

Business Units/Projects/Sites shall maintain a register of competent operators assigned to self-elevated platform equipment such as cherry pickers.

All personnel using a self-elevated platform shall wear a full body harness that shall be secured at all times to the equipment basket during operation.

Self-elevated platforms provide a working platform for the operator. They are not to be used for access and on NO ACCOUNT should operators climb out of the basket onto any structure.

Operators should not use the basket handrails to stand on or sit on when accessing the work area.

Once moved into position for conducting operations at height the area below the elevated platform should be cordoned off to prevent access from other personnel who might be injured in the event of falling tools or materials.

Elevated platforms must be capable of being operated by the operators within the platform. This allows the operators to control the operation and reduces the risk of impact between the equipment basket and other structures.

Operators or other competent designated persons shall undertake a pre-inspection of the equipment and ensure adequate preparation and planning has been conducted prior the operation.

Operators should operate the platform a safe distance away from overhead power lines.

7.2 Crane Hoisted Man-Basket

A crane hoisted man-basket shall only be used as a last resort for access, when other means of access (ladders, scaffolding, stairs) are not practicable.

- The usage of a crane hoisted man-basket cannot be carried out without prior written authorisation from the Senior Operations Manager/Supervisor on site and from the Site HSE personnel.
- Certificate of test and inspection from the PED must be available for the man-basket and for the lifting accessories being used.
- A visual inspection of the man-basket shall be conducted prior any usage.
- It is prohibited to use a man-basket with free fall mode.
- The Safe Working Load of the man-basket shall be clearly marked and displayed, and the Lifting equipment capacity shall be at a minimum 2 times the weight of the man-basket fully loaded.
- Only personnel and their tools are permitted to be lifted in a man-basket.
- A trial lift shall be conducted prior the operation.
- Personnel inside the basket shall wear a full body harness that shall be secured during the operation through use of a fall arrest block (yoyo reel) attached to the main crane lifting hook.
- Designated rigging accessories shall only be used for the man-basket usage and for no other purposes.

- Man-basket users shall embark and disembark at secured landing areas.
- The Lifting equipment operator shall maintain eye contact with the basket at all times.
- The man-basket shall be controlled with tag lines.

7.3 Man-Basket Design

Only proprietary designed man-baskets that have been certified and tested by Third-Party Engineers shall be used, the use of self-made or improvised baskets is strictly prohibited.

- Man-baskets shall have a clearly marked Safe Working Load as well as the number of maximum permitted occupants.
- Man-baskets shall be tested and certified
- Man-baskets shall be fully compliant with the following requirements:
 - i. A top handrail 105 centimetres high is in place
 - ii. A mid-rail 55 centimetres high is in place
 - iii. Toe-boards 10 centimetres high are in place
 - iv. An inside grab rail shall be fixed on the top rail to minimize the risk of an occupant's hand being crushed against an obstruction.
 - v. Non-slip rigid flooring shall be installed.

8 SAFE LIFTING OPERATIONS PRACTICES AND RULES

All personnel involved in lifting and rigging operations shall strictly observe the following practices:

- Attend a pre-task briefing to review the lifting operation arrangements.
- Always stick to the planned arrangements and remain vigilant for unforeseen events (weather condition changes, unexpected event, etc.); if necessary, stop and review your plan.
- Operate within a safe distance from overhead electric cables.
- Never stand under a lifted load.
- Never ride (or be on) a lifted load.
- Only one clearly identified and competent banksman/signalman to guide the crane operator and crane movements.
- Ensure that the area is restricted to employees involved in the lifting operation only.
- Use a verbal warning or whistle to warn bystanders of the lifting operation.
- Use designed rigging accessories and ensures the integrity of all equipment and materials involved in the operation.
- Never overload lifting or rigging accessories, respect the limit of the rigging accessories Safe Working Load and lifting equipment lifting capacities.
- Always control the load to be lifted with tag lines.
- Report immediately any equipment damage, defects or incident to supervision.

9 APPENDIX

- (1) Crane and Forklift Inspection Checklist
- (2) Example of Lifting Plan

APPENDIX 1.1: CRANE INSPECTION CHECKLIST

CRANE INSPECTION CHECKLIST		 JULIUS BERGER			
Fleet N°:					
Description/Type					
Location/Project:					
Inspected by:					
N°	Inspection Items	Yes	No	N/A	Comments
1	General conditions of crane acceptable				
2	Battery terminals secured				
3	Lighting system functioning				
4	Instrument panel functioning				
5	Battery, acid level				
6	Battery terminal cleaned and greased				
7	Safety warning lights				
8	Oil and fuel leakage				
9	Drain tap leakage				
10	Weather protection				
11	Hooks and safety latch				
12	Safety belts for operator				
13	Load chart indicator operational (overload alarm).				
14	SWL indication available				
15	Mechanical parts protected				
16	Hoses in good conditions				
17	Brakes functioning				
18	Rear view mirror				

19	Outriggers in good condition				
20	Rotating drum and moving parts protected				
21	Cables in good conditions				
22	Horn functioning and in good condition				
23	Windscreen wipers functioning				
24	Equipment identification available				
26	Fire extinguisher available				
27	Spark arrestor fitted				
28	Safety warning signs attached				
29	No rider caution sign				
30	Triangle reflectors fitted				
31	Slings certified and capacity indicated				
32	Operator certificate available				
33	Maintenance sticker available				
34	Equipment Log book available				
35	Insurance Papers available				
36	Vehicle license				
Repairs/Maintenance/Service performed to correct the above					
Note/Remarks:					
Department/Location:					
Name:			Signature/Date:		
Acceptance: (Yes or No):					
Distribution to: Project, HSE, File					

APPENDIX 1.2: FORKLIFT INSPECTION CHECKLIST

FORKLIFT INSPECTION CHECKLIST		 JULIUS BERGER			
Fleet N°:					
Description/Type:					
Location/Project:					
Inspected by:					
N°	Inspection Items	Yes	No	N/A	Comments
1	Lighting system				
2	Hour reading working				
3	Oil and Fuel leakage				
4	Hydro system leakage				
5	Front and rear traffic indicators				
6	Hazards Lights				
7	Brake lights				
8	Hydraulic hose in good condition				
9	Hand and foot brakes				
10	Windscreen Wipers				
11	Horn Functioning				
12	Seatbelts in place				
13	Suspension and steering				
14	Transmission and clutches				
15	Electrolyte level (Battery acid)				
16	Battery Terminal Clean and greased				
17	Tyres in good condition				
18	Telescopic boom in good condition				
19	Lift hook in good condition				
20	Fork in good condition				
21	Fire extinguisher				
22	Reverse alarm				

23	Triangular reflectors fitted				
24	Spark arrestor fitted				
26	No Rider caution sign				
27	Vehicle license				
28	Insurance certificate				
29	Maintenance certificate				
30	Equipment book available				
Repairs/Maintenance/Service performed to correct the above					
Note/Remarks:					
Department/Location:					
Name:			Signature/Date:		
Acceptance: (Yes or no):					
Distribution to: Project, HSE, File					

APPENDIX 2: LIFTING PLAN

LIFTING PLAN		 JULIUS BERGER	
Lifting Plan Number	JB/LP/xxx (insert number)		
Location	(Project or Site of operation)		
Title (Description of Work)	Detail exact nature of operation (e.g. lifting beam, lifting containers etc.)		
Client	(JBN or external client)		
Lift Supervisor	(Name of designated competent Lift Supervisor)		
Date/Time of Lift			
Crane Details			
Make, Model and JBN Fleet Number			
Capacity			
Boom Length			
Counterweights			
Safe Working Load (SWL)			
Out-Rigger Point Load			
Out-Rigger Centres			
Out-Rigger Mat Size			
Load Details			
Max. Weight			
Max. Radius			
Load Size			
Max. Lift Height			
Other Factors (e.g. centre of gravity CoG)			
Site Specific Conditions			
Access for Crane	Ground conditions etc.		
Crane Position			
Access for Transport			
Proximity Hazards e.g. culverts, overhead lines, buildings			

Method of Work	
Description of Work	
Detailed step by step description of the Lifting Operation, details to include:	
1.	All elements of the JHA with respect to electrical isolation and removal of loose materials to be actioned prior to the commencement of lifting operations.
2.	Preparation of the area for the Lifting Operations to ensure that the ground conditions adequate. Where required a hard standing area shall be implemented.
3.	Completion of Crane Inspection Checklist before commencement of lifting operations as per JBN procedure CHSE/Pr/016 (append to Lifting Plan)
4.	Rigging of Crane in position required by the Crane operator under the instruction of the Lifting Supervisor
5.	Appointment of single Banksman by Lift Supervisor to control the lift at all times.
6.	Attachment of lifting tackle to crane hook
7.	Positioning of flatbed trailer with load (under control of the banksman)
8.	On positioning of trailer with load establish and enforce exclusion zone (10 metres on all sides)
9.	Installation of Tag lines to assist in controlling load movement.
10.	Rigging of load, consider: • Safe access to load lifting points • PPE requirements for rigger • Is a Fall Arrest block attached to the crane hook required? NB: At NO POINT shall the Rigger be rigging at height unless he is secured to the crane hook.
11.	Exclusion zone required during the Lift.
12.	Check the rigging is safe and the load is balanced by lifting load by 500mm (Adjust as required and recheck)
13.	Check for snags and if clear continue the lift.
14.	Lifting of load to approximately 100mm from the final position.
15.	At the 100mm level the load should be carefully manoeuvred into its loading position using the attached taglines.
16.	Once in position the load should be lowered to final position. The load shall remain rigged to the crane at this point.
17.	Rigger/Slinger shall proceed to de-rig the load, considering: • Safe access to load lifting points • PPE requirements for rigger • Is a Fall Arrest block attached to the crane hook required? NB: At NO POINT shall the Rigger be rigging at height unless he is secured to the crane hook.
18.	Removal of Tag lines from the load.
19.	Once the load is de-rigged and a check has been made to ensure there are no snags the Lift Supervisor can instruct the crane to disengage.
Lifting and Loading Plan – to include	
• Sketch/drawing of lifting configuration showing load position, crane position, exclusion zone set down point, etc. • Detailed Configuration of Crane detailing Boom length, Lift height, Counterweight, Load Weight and Maximum Capacity.	

HSE Performance report

Q4 2023

P.Drillingcourt
Corporate HSE Manager
Abuja,

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01 Introduction, Purpose and Scope

The Q4 2023 HSE report is intended to give a general overview of JBN Plc HSE performance.

It details the JBN HSE performance and Road Safety performance of JBN transport operations.

The performance measures presented are for JBN overall, Regions, Service and Corporate Departments.

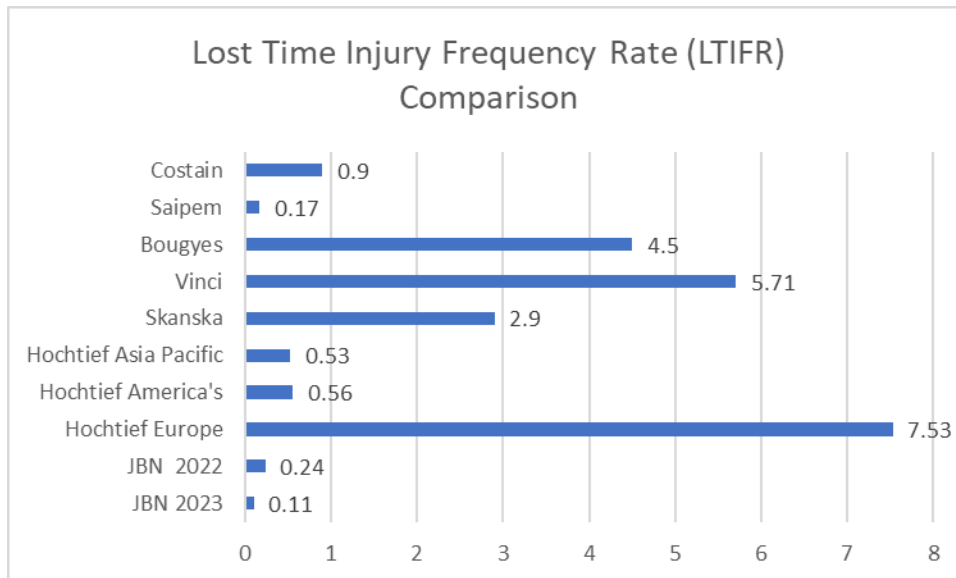
Comparison of Construction Industry peer's HSE performance is provided as a comparison to JBN HSE Performance.

All data presented in this report has been collated through the implementation of the Company Corporate Procedure *CHSE/Pr/013 HSE Reporting* and *CHSE/Pr/005 HSE Inspection*.

The Corporate HSE Department will provide upon request more detailed HSE performance data which are not covered within this report.

02 HSE Performance Comparison

JBN continues to perform well in respect of our Lost Time Frequency Rate and the JBN HSE Performance compares well in relation to that of our Construction Industry peer's.



LTI Frequency Rate: Number of Lost Time Injuries per Million Manhours worked

- HSE Performance data from the above companies is as stated in their 2022 Annual Reports and will be updated on the publishing of 2023 data.

03 Q4 Summary

03.01 HSE

The 2023 LTIFR for the Company is 0.11 which is below the previously achieved best of 0.19 per million man-hours worked achieved in 2020 and 2021. In essence JBN worked for just under 10 million man-hours per Lost Time Incident.

This was an excellent result, however, it is tempered by the fact that 2 persons were fatally injured on JBN Projects in 2023.

Project HSE Audit scores continue to improve overall and HSE performance continues to be good on Project sites.

Targeted HSE training including Defensive Driving, Safe Tipping, Excavation Safety, Working at Height Safety and Mobile Equipment Hazard Awareness was conducted throughout 2023 for 2,144 employees.

03.02 Road Traffic Accidents

86 JBN vehicles were involved in RTA's in Q4 of 2023, a significant reduction from the 132 recorded in Q3.

The frequency rate of RTA's per million man-hour for Q4 was 10.29, (for the first time) below the target of 11.14 set for 2023.

2 Third Parties were fatally injured in RTA's involving JBN vehicles bringing the total for 2023 to 38. In addition 3 JBN drivers were killed in RTA's in 2023.

The total number of RTA's involving JBN vehicles in 2023 was 574, a reduction from 614 in 2022. The overall RTA frequency Rate was however 15.22, an increase on the 13.52 rate of 2022 and above the 2023 target rate of 11.14.

1102 drivers were trained in Defensive Driving in 2023 as we seek to address the high RTA rate.

04 Work Related Accident Statistics and HSE Inspection Scores

04.01 JBN Overall

JBN Overall Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	9.0M	9.9M	10.2M	8.4M
Work related fatality	0	2	0	0
LTI Frequency Rate	0	0.16	0.14	0.11
LTI Severity Rate	0	23	19.3	19.3
TRII Frequency Rate	0.66	1.04	0.92	0.85

0-0.35 LTIFR	Good HSE performance
>0.35 LTIFR	Poor HSE performance

0 Fatality	Acceptable
Fatality	Unacceptable

LTI = Lost Time Injury

LTI Frequency Rate: Number of LTI per Million Manhours worked

LTI Severity Rate: Average number of days off work per LTI recorded

TRII = Total Recordable Injury & Illness cases including: Fatalities, LTI's, Restricted work cases and Medical treatment cases (excluding First Aid cases)

TRII Frequency Rate: Number of TRII per Million Manhours worked

04.02 Region Central & North

Region Central & North Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	2.2M	2.2M	2.2M	2.3M
Work related fatality	0	1	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0.46	0.46	0.30	0.22

Region Central & North Quarterly HSE Inspection Scores 2023				
Dept./Project/Site	Q1	Q2	Q3	Q4
ACD	-	-	-	80%
AOC	79%	77%	79%	-
NFIU	85%	85%	85%	87%
IDU YARD	82%	82%	80%	80%
NNPC	86%	-	-	-
AHP (DPR)	82%	82%	82%	84%
AHH	-	81%	81%	82%
AIE	-	-	-	81%

Quarterly HSE Inspection colour scheme and interpretation

0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

04.03 Region West

Region West Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	1.4M	1.7M	1.6M	1.4M
Work related fatality	0	1	0	0
LTI Frequency Rate	0	0.65	0.43	0.33
LTI Severity Rate	0	11.5	11.5	11.5
TRII Frequency Rate	1.44	1.62	1.49	1.15

Region West Quarterly HSE Inspection Scores 2023				
Dept./Project/Site	Q1	Q2	Q3	Q4
LSE	85%	85%	-	-
LVT	85%	87%	87%	-
LEKKI YARD	89%	90%	88%	89%
LHH	91%	90%	90%	88%
LOM	86%	86%	86%	87%
IJORA - LFW	82%	-	84%	85%
LNW	-	-	88%	90%
LR3	-	-	-	80%

Quarterly HSE Inspection colour scheme and interpretation

0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

04.04 Region South & East

Region South & East Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	1.8M	1.7M	1.6M	1.5M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0.37	0.88

Region South & East Quarterly HSE Inspection Scores 2023				
Dept./Project/Site	Q1	Q2	Q3	Q4
UYO MAIN YARD	76%	79%	81%	81%
UYO ROADS	82%	82%	83%	-
PHC ROADS	-	82%	82%	72%
PHC MAIN YARD	77%	80%	81%	74%
PHC HOSPITAL	-	-	-	-
WORHIP CENTRE	86%	86%	88%	89%
FLYOVERS	81%	-	-	-

Quarterly HSE Inspection colour scheme and interpretation

0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

04.05 Special Projects

Special Projects Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	1.2M	1.4M	1.4M	0.6M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0.39	0.25	0.22
LTI Severity Rate	0	46	46	46
TRII Frequency Rate	0	1.17	1.02	0.88

Special Projects HSE Inspection Scores 2023				
Dept./Project/Site	Q1	Q2	Q3	Q4
RNB	89%	-	-	-
BBR	87%	85%	86%	-

Quarterly HSE Inspection colour scheme and interpretation

0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

04.06 Abuja – Kano Road

Abuja Kano Road Section 1 Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.039M	0.098M	0.14M	0.15M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0

Abuja Kano Road Section 2 Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.4M	0.77M	0.69M	0.43M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	4.47	2.47	1.58	1.28

Abuja Kano Road Section 3 Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.17M	0.3M	0.45M	0.09M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0

Abuja Kano Road Quarterly HSE Inspection Scores 2023				
AKR	Q1	Q2	Q3	Q4
SECTION 1	78%	79%	79%	82%
SECTION 2	79%	80%	81%	-
SECTION 3	80%	81%	-	-

Quarterly HSE Inspection colour scheme and interpretation

0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

04.07 AFP

AFP Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.19M	0.22M	0.22M	0.24M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	1.59	1.15

AFP Quarterly HSE Inspection Scores 2023				
Dept./Project/Site	Q1	Q2	Q3	Q4
AFP	91%	89%	89%	90%

Quarterly HSE Inspection colour scheme and interpretation

0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

04.08 DCP

DCP Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.23M	0.36M	0.39M	0.26M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0

DCP Quarterly HSE Inspection Scores 2023				
Dept./Project/Site	Q1	Q2	Q3	Q4
DCP	85%	-	-	-

Quarterly HSE Inspection colour scheme and interpretation

0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

04.09 Head Office Departments

Head Office Departments Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.27M	0.3M	0.32M	0.34M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0

**Marine Services Removed*

04.10 PLS

PLS Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.1M	0.078M	0.079M	0.084M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0

04.11 PED

PED Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.76M	0.71M	0.8M	0.77M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0.44	0.33
LTI Severity Rate	0	0	8	8
TRII Frequency Rate	0	4.09	3.09	2.63

PED Quarterly HSE Inspection Scores 2023				
Dept./Project/Site	Q1	Q2	Q3	Q4
ERC LAGOS	85%	86%	87%	87%
ERC ABUJA	92%	92%	85%	86%
ERC PHC	79%	83%	84%	86%
ERC UYO	84%	86%	86%	87%

Quarterly HSE Inspection colour scheme and interpretation

0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

04.12 Marine Services

Marine Services Work Related Statistics 2023				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.22M	0.2M	0.22M	0.2M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	4.51	2.36	1.54	1.18

Marine Services Quarterly HSE Inspection Scores 2022-2023				
Dept./Project/Site	Q1	Q2	Q3	Q4
MARINE SERVICES	-	68%	75%	-

Quarterly HSE Inspection colour scheme and interpretation

0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

05 Road Safety

05.01 JBN Overall

JBN Overall RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	190	166	132	86
RTA Frequency Rate*	20.79	16.74	12.99	10.29
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	54%	49%	60%	48%
Fatal	3	9	6	2
Injuries	16	13	23	7
Damage only	169	144	103	77
JBN Fatalities	0	2	0	0
TP Fatalities	9	19	8	2
JBN Injuries	8	11	12	3
TP Injuries	36	62	34	7
JBN Vehicle Damage	178	154	121	78
TP Vehicle Damage	77	60	55	35

< JBN RTA Frequency Rate	Good RTA performance
> JBN RTA Frequency Rate	Poor RTA performance

*RTA Frequency Rate (cumulative) based on total RTA's/Total man-hours

^2023 RTA Frequency rate Target = 2022 RTA rate less 20% (11.14)

05.02 Region Central & North

RCN RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	28	32	10	11
RTA Frequency Rate*	12.75	14.72	4.4	4.8
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	36%	31%	70%	64%
Fatal	0	0	0	0
Injuries	0	1	1	0
Damage only	28	31	9	11
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	1	0
TP Injuries	0	1	0	0
JBN Vehicle Damage	26	31	8	11
TP Vehicle Damage	15	11	2	2

05.03 Region West

RW RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	27	24	17	16
RTA Frequency Rate*	19.38	14.11	10.64	11.44
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	63%	46%	47%	31%
Fatal	1	1	1	1
Injuries	0	1	1	2
Damage only	26	22	15	13
JBN Fatalities	0	1	0	0
TP Fatalities	3	3	1	1
JBN Injuries	0	1	0	0
TP Injuries	3	0	3	2
JBN Vehicle Damage	23	21	15	12
TP Vehicle Damage	11	9	9	9

05.04 Region South & East

RSE RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	16	10	11	22
RTA Frequency Rate*	8.86	6.04	6.69	14.92
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	63%	50%	64%	55%
Fatal	0	1	0	1
Injuries	4	0	3	2
Damage only	12	9	8	19
JBN Fatalities	0	0	0	0
TP Fatalities	0	1	0	1
JBN Injuries	3	0	3	2
TP Injuries	2	0	0	1
JBN Vehicle Damage	16	8	10	21
TP Vehicle Damage	5	5	5	11

05.05 Special Projects

SPU RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	36	21	18	7
RTA Frequency Rate*	29.76	15.40	13.24	11.48
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	89%	86%	78%	71%
Fatal	1	1	1	0
Injuries	0	5	3	0
Damage only	35	15	14	7
JBN Fatalities	0	0	0	0
TP Fatalities	2	1	1	0
JBN Injuries	0	5	2	0
TP Injuries	0	6	4	0
JBN Vehicle Damage	37	20	19	7
TP Vehicle Damage	4	6	4	0

05.06 Abuja – Kano Road

AKR1 RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	3	3	17	7
RTA Frequency Rate*	75.89	30.88	108.09	47.42
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	33%	100%	41%	43%
Fatal	0	0	0	0
Injuries	0	1	4	1
Damage only	3	2	13	6
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	1	0	0
TP Injuries	0	0	5	2
JBN Vehicle Damage	3	1	12	6
TP Vehicle Damage	0	2	11	4

AKR2 RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	33	30	10	1
RTA Frequency Rate*	73.69	39.16	14.48	2.3
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	58%	50%	40%	100%
Fatal	0	4	1	0
Injuries	6	2	4	0
Damage only	27	24	5	1
JBN Fatalities	0	1	0	0
TP Fatalities	0	4	2	0
JBN Injuries	4	3	3	0
TP Injuries	10	29	6	0
JBN Vehicle Damage	30	30	9	1
TP Vehicle Damage	17	11	7	0

AKR3 RTA Statistics 2022-2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	8	14	16	0
RTA Frequency Rate*	47.28	47.33	35.83	0
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	50%	57%	56%	0
Fatal	0	1	1	0
Injuries	2	3	3	0
Damage only	6	10	12	0
JBN Fatalities	0	0	0	0
TP Fatalities	0	1	2	0
JBN Injuries	1	0	0	0
TP Injuries	1	17	13	0
JBN Vehicle Damage	8	12	16	0
TP Vehicle Damage	3	10	9	0

05.07 AFP

AFP RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	5	3	1	3
RTA Frequency Rate*	27.02	13.68	4.47	12.55
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	20%	0%	100%	33%
Fatal	0	0	0	0
Injuries	0	0	0	1
Damage only	5	3	1	2
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	0	0	1
JBN Vehicle Damage	5	3	1	3
TP Vehicle Damage	2	0	0	2

05.08 DCP

DCP RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	1	0	0	0
RTA Frequency Rate*	4.28	0	0	0
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	0%	0	0	0
Fatal	0	0	0	0
Injuries	0	0	0	0
Damage only	1	0	0	0
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	0	0	0
JBN Vehicle Damage	1	0	0	0
TP Vehicle Damage	0	0	0	0

05.09 Head Office Departments

Head Office Departments RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	10	8	6	10
RTA Frequency Rate*	36.53	26.40	18.73	29.71
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	20%	25%	33%	20%
Fatal	0	0	0	0
Injuries	2	0	0	1
Damage only	8	8	6	9
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	1
TP Injuries	5	0	0	1
JBN Vehicle Damage	10	7	6	11
TP Vehicle Damage	5	3	1	3

05.10 PLS

PLS RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	5	6	14	2
RTA Frequency Rate*	46.92	77.70	177.38	23.8
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	40%	66%	79%	0%
Fatal	0	0	1	0
Injuries	0	0	1	0
Damage only	5	6	12	2
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	0	2	0
JBN Vehicle Damage	3	6	13	2
TP Vehicle Damage	2	0	5	1

05.11 PED

PED RTA Statistics 2022-2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	16	15	12	7
RTA Frequency Rate*	21.09	21.14	15.05	9.0
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	19%	40%	75%	71%
Fatal	1	1	1*	0
Injuries	2	0	3	0
Damage only	13	14	8	7
JBN Fatalities	0	0	0	0
TP Fatalities	4	9	2	0
JBN Injuries	0	0	3	0
TP Injuries	15	6	1	0
JBN Vehicle Damage	16	15	12	4
TP Vehicle Damage	13	3	2	3

* Non at fault incident

05.12 Marine Services

Marine Services RTA Statistics 2023				
Numbers of	Q1	Q2	Q3	Q4
RTA	0	0	0	0
RTA Frequency Rate*	0	0	0	0
2023 RTA Frequency Rate Target^	11.14	11.14	11.14	11.14
JBN Drivers at fault %	0	0	0	0
Fatal	0	0	0	0
Injuries	0	0	0	0
Damage only	0	0	0	0
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	0	0	0
JBN Vehicle Damage	0	0	0	0
TP Vehicle Damage	0	0	0	0

HSE Performance Report

Q4 2024

P. Drillingcourt
Corporate HSE Manager
Abuja.



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1 INTRODUCTION

1.1 Introduction

The Q4 2024 HSE report is intended to give a general overview of JBN Plc HSE performance.

It details the JBN HSE performance and Road Safety performance of JBN transport operations.

The performance measures presented are for JBN overall, Regions, Service and Corporate Departments.

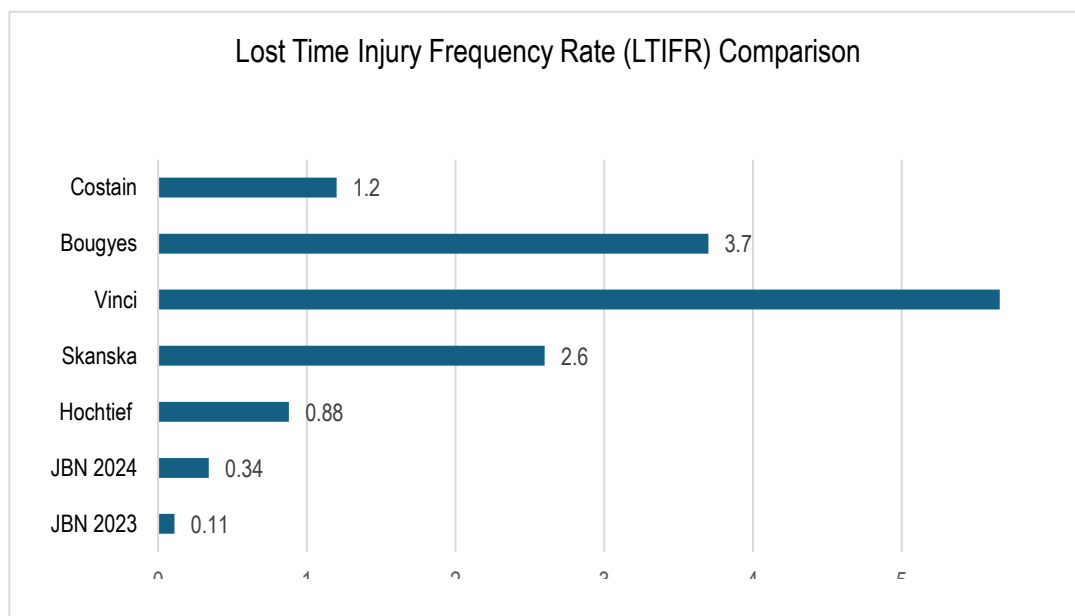
Comparison of Construction Industry peer's HSE performance is provided as a comparison to JBN HSE Performance.

All data presented in this report has been collated through the implementation of the Company Corporate Procedure *CHSE/Pr/003 HSE Reporting* and *CHSE/Pr/007 HSE Inspection*.

The Corporate HSE Department will provide upon request more detailed HSE performance data which are not covered within this report.

1.2 HSE Performance Comparison

JBN continues to perform well in respect of our Lost Time Frequency Rate and the JBN HSE Performance compares well in relation to that of our Construction Industry peer's.



LTIFR Frequency Rate: Number of Lost Time Injuries per Million Manhours worked.

HSE Performance data is as stated in the 2023 Annual Reports. Data will be updated on release of 2024 Annual Reports.

2 Q4 SUMMARY

2.1 HSE

The 2024 LTIFR for the Company was calculated at 0.34. Whilst this was below our target KPI of 0.35 it was nevertheless substantially in excess of the record LTIFR performance achieved in 2023.

In addition to a deteriorating LTIFR record 2024 also saw three people fatally injured on JBN Projects. There were two Fatal accidents in Region South- East, a drainage wall collapsed fatally injuring an employee and a crane operator was fatally injured assisting the dismantling of scaffolding adding to the fatal accident which occurred in Region West in Q3.

2.2 Road Traffic Accidents

110 JBN vehicles were involved in RTA's in Q4 of 2024, a minor increase from Q3. The total number of RTA's was 446 a reduction from the 574 RTA's in 2023. It is noted that there were very few serious RTA incidents in Q4 and that the frequency of serious RTA's has reduced since the end of Q2.

The frequency rate of RTA's per million man-hour for Q4 2024 was 15.8 whilst the cumulative frequency rate for 2024 was 15.32, in excess of our target of 11.4.

The target set for 2025 remains at 11.40.

2 Third Parties were fatally injured in RTA's involving JBN vehicles in Q4 of 2024 bringing the total to 11. This is a major reduction from the 38 Third party fatalities recorded in 2023.

The Drivers Performance Bonus Scheme was introduced on 6th May 2024.

The following table details the sanctions imposed under the Driver Performance Bonus Scheme.

JBN Driver Performance Bonus Scheme				
	Q1	Q2	Q3	Q4
At Fault Accident (-100%)	-	22	36	31
Non at fault Accident (-10%)	-	30	48	49
Seat Belt Violation (-10%)	-	0	22	34
Upheld Driving Complaint (-20%)	-	2	1	7

Table 1: Sanctions imposed under the Driver Performance Bonus Scheme.

2.3 Work Related Accident Statistics and HSE Inspection Scores

2.3.1 JBN Overall

JBN Overall Work-Related Statistics 2024				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	6.7M	7.7M	7.7M	7.0M
Work related fatality	0	0	1	2
LTI Frequency Rate	0	0.41	0.41	0.34
LTI Severity Rate	0	9.8	14	13
TRII Frequency Rate	0.59	1.17	1.49	1.41

Table 2: Work Related Accident Statistics/HSE Inspection Scores.

2.3.2 Ratings

0-0.35 LTIFR	Good HSE performance
>0.35 LTIFR	Poor HSE performance
0 Fatality	Acceptable
Fatality	Unacceptable

2.4 Definitions

LTI: Lost Time Injury

LTI Frequency Rate: Number of LTI per Million Manhours worked

LTI Severity Rate: Average number of days off work per LTI recorded

TRII: Total Recordable Injury & Illness (cases including Fatalities, LTI's, Restricted work cases and Medical treatment cases; excluding First Aid cases)

TRII Frequency Rate: Number of TRII per Million Manhours worked

Quarterly HSE Inspection colour scheme and interpretation	
0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

3 WORK RELATED ACCIDENT STATISTICS

3.1 Region Central and North

Region Central & North HSE Work - Related Statistics 2024				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	1.9M	2.3M	2.1M	2.0M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0.71	0.64	0.60
LTI Severity Rate	0	13	11.25	9.8
TRII Frequency Rate	0	0.71	0.80	1.08

Table 3: Region Central and North HSE Work- Related Statistics 2024

Region Central & North Quarterly HSE Inspection Scores 2024				
Dept./Project/Site	Q1	Q2	Q3	Q4
ACD	81%	82%	-	-
AVP	81%	82%	-	-
CLOUD 7	-	-	-	76%
IDU YARD	81%	80%	81%	80%
NNPC	-	-	-	-
AHP (DPR)	84%	86%	88%	88%
AHH	84%	84%	86%	86%
AIE	82%	81%	81%	80%

Table 4: Region Central and North Quarterly HSE Inspection Scores 2024

3.2 Region South and East

Region South & East Work-Related Statistics 2024				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	1.9M	2.2M	2.2M	1.8M
Work related fatality	0	0	0	2
LTI Frequency Rate	0	0.49	0.64	0.50
LTI Severity Rate	0	6.5	18.5	18.5
TRII Frequency Rate	1.60	1.71	2.88	2.75

Table 5: Region South and East HSE Work-Related Statistics 2024

Region South & East Quarterly HSE Inspection Scores 2024				
Dept./Project/Site	Q1	Q2	Q3	Q4
UYO MAIN YARD	-	82%	84%	-
UYO ROADS	-	-	-	-
PHC ROADS	76%	78%	-	-
PHC MAIN YARD	79%	-	81%	-
PHC RING ROAD	77%	78%	78%	-
ARR	-	79%	80%	-
PHC PRECAST YARD	78%	76%	80%	-
WRF	77%	81%	85%	-
BBR	-	-	85%	-

Table 6: Region South and East Quarterly HSE Inspection Scores 2024

3.3 Region West

Region West Work-Related Statistics 2024				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	1.2M	1.5M	1.7M	1.5M
Work related fatality	0	0	1	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0.83	0.75	0.69	0.51

Table 7: Region West HSE Work -Related Statistics 2024

Region West Quarterly HSE Inspection Scores 2024				
Dept./Project/Site	Q1	Q2	Q3	Q4
LSE	-	83%	84%	-
LVT	88%	85%	86%	-
LEKKI YARD	89%	90%	92%	93%
LHH	90%	92%	93%	92%
LOM	*	*	88%	89%
IJORA - LFW	-	87%	-	83%
LNW	91%	93%	93%	94%
LR3	80%	81%	81%	-
LAGOS ISLAND ROADS	84%	-	-	-
IKOYI ROADS	82%	84%	-	-
EBW	-	82%	83%	85%
LDQ	-	85%	-	86%
ALPHA 1	-	88%	-	-
LTV				91%

Table 8: Region West Quarterly HSE Inspection Scores 2024

*LOM Audits cancelled due to heavy rain

3.4 Abuja – Kano Road

Abuja Kano Road Work Related Statistics 2024				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.31M	0.24M	0.14M	0.11M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	1.81	2.88	2.50

Table 5: Abuja - Kano Road HSE Work -Related Statistics 2024

Abuja Kano Road Quarterly HSE Inspection Scores 2024				
AKR	Q1	Q2	Q3	Q4
SECTION 1	81%	-	-	-
SECTION 2	-	-	-	-
SECTION 3	-	-	-	-

Table 6: Abuja - Kano Road Quarterly HSE Inspection Scores for 2024

AKR will be removed from the Q1 2025 Report.

3.5 AFP

AFP Work Related Statistics 2024				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.19M	0.18M	0.23M	0.25M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	2.65	1.66	1.18
LTI Severity Rate	0	7	7	7
TRII Frequency Rate	0	5.31	3.31	2.35

Table 7: AFP HSE Work -Related Statistics 2024

AFP Quarterly HSE Inspection Scores 2024				
Dept./Project/Site	Q1	Q2	Q3	Q4
AFP	90%	90%	90%	91%

Table 8: AFP Quarterly HSE Inspection Scores 2024

3.6 Head Office Departments

Head Office Departments Work Related Statistics 2024				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.29M	0.29M	0.3M	0.33M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0

Table 9: Head Office Departments HSE Work-Related Statistics 2024

3.7 PED

PED Work Related Statistics 2024				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.74M	0.75M	0.82M	0.70M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0.67	0.43	0.33

Table 14: PED HSE Work-Related Statistics 2024

PED Quarterly HSE Inspection Scores 2024				
Dept./Project/Site	Q1	Q2	Q3	Q4
ERC LAGOS	88%	87%	88%	89%
ERC ABUJA	81%	90%	91%	94%
ERC PHC	87%	86%	86%	
ERC UYO	-	86%	87%	

Table 15: PED Quarterly HSE Inspection Scores 2024

3.8 PLS

PLS Work Related Statistics 2024				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.068M	0.073M	0.07M	0.07M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0

Table 16: PLS HSE Work-Related Statistics 2024

3.9 Marine Services

Marine Services Work Related Statistics 2024				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.18M	0.19M	0.18M	0.19M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	2.66	3.57	2.66

Table 10: Marine Services HSE Work -Related Statistics 2024

Marine Services Quarterly HSE Inspection Scores 2024				
Dept./Project/Site	Q1	Q2	Q3	Q4
MARINE SERVICES	81%	-	85%	-

Table 11: Marine Services Quarterly HSE Inspection 2024

4 ROAD SAFETY

4.1 JBN Overall

JBN Overall RTA Statistics 2024				
	Q1	Q2	Q3	Q4
Numbers of RTA	119	110	107	110
RTA Frequency Rate*	17.65	14.23	13.97	15.8
2024 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	36%	51%	43%	45%
Fatal	2	2	3	1
Injuries	9	6	1	7
Damage only	109	102	103	102
JBN Fatalities	0	0	0	0
TP Fatalities	2	4	3	2
JBN Injuries	4	4	1	2
TP Injuries	6	6	0	11
JBN Vehicle Damage	107	108	102	106
TP Vehicle Damage	42	22	21	34

Table 12: JBN Overall RTA Statistics 2024

< JBN RTA Frequency Rate	Good RTA performance
> JBN RTA Frequency Rate	Poor RTA performance

*RTA Frequency Rate based on total RTA's/Total man-hours

^2024 RTA Frequency rate Target = 2023 RTA rate less 25% (11.4)

4.2 Region Central and North

RCN RTA Statistics 2024				
	Q1	Q2	Q3	Q4
Numbers of RTA	32	28	28	25
RTA Frequency Rate*	17.08	12.04	13.33	12.25
2023 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	37.5%	64%	50%	52%
Fatal	1	0	1	0
Injuries	1	3	0	1
Damage only	30	25	27	24
JBN Fatalities	0	0	0	0
TP Fatalities	1	0	1	0
JBN Injuries	0	2	0	0
TP Injuries	1	2	0	1
JBN Vehicle Damage	28	27	26	25
TP Vehicle Damage	11	6	6	6

Table 13: Region Central and North RTA Statistics 2024

4.3 Region South and East

RSE RTA Statistics 2024				
	Q1	Q2	Q3	Q4
Numbers of RTA	31	35	25	31
RTA Frequency Rate*	16.5	15.4	11.36	17.6
2023 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	29%	54%	52%	55%
Fatal	0	1	1	0
Injuries	1	2	1	3
Damage only	30	32	23	28
JBN Fatalities	0	0	0	0
TP Fatalities	0	3	1	0
JBN Injuries	0	2	1	0
TP Injuries	1	3	0	3
JBN Vehicle Damage	30	35	25	29
TP Vehicle Damage	8	9	1	7

Table 21: Region South and East RTA Statistics 2024

4.4 Region West

RW RTA Statistics 2024				
	Q1	Q2	Q3	Q4
Numbers of RTA	18	10	11	9
RTA Frequency Rate*	15	6.85	6.47	5.93
2023 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	50%	60%	73%	44%
Fatal	0	1	0	0
Injuries	0	0	0	1
Damage only	18	9	11	8
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	0	0	4
JBN Vehicle Damage	15	9	9	9
TP Vehicle Damage	7	2	3	4

Table 22: Region West RTA Statistics 2024

4.5 Abuja – Kano Road

AKR RTA Statistics 2024				
	Q1	Q2	Q3	Q4
Numbers of RTA	5	4	2	4
RTA Frequency Rate*	16.15	16.54	14.28	37.4
2023 RTA Frequency Rate Target^	11.40	11.4	11.4	11.4
JBN Drivers at fault %	20%	50%	50%	50%
Fatal	0	0	0	1
Injuries	2	0	0	0
Damage only	3	4	2	3
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	2
JBN Injuries	1	0	0	0
TP Injuries	1	0	0	1
JBN Vehicle Damage	5	4	2	4
TP Vehicle Damage	3	2	0	2

Table 14: Abuja -Kano RTA Statistics 2024

* AKR will be removed from the Q1 2025 Report

4.6 AFP

AFP RTA Statistics 2024				
	Q1	Q2	Q3	Q4
Numbers of RTA	3	3	4	5
RTA Frequency Rate*	15.58	16.4	17.39	20.28
2023 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	0%	100%	0%	0%
Fatal	0	0	0	0
Injuries	0	1	0	0
Damage only	3	2	4	5
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	1	0	0
JBN Vehicle Damage	3	3	4	5
TP Vehicle Damage	3	0	0	3

Table 15: AFP RTA Statistics 2024

4.7 Head Office Departments

Head Office Departments RTA Statistics 2024				
	Q1	Q2	Q3	Q4
Numbers of RTA	9	15	16	21
RTA Frequency Rate*	31.19	51.56	53.33	64.47
2023 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	22%	33%	19%	29%
Fatal	0	0	1	0
Injuries	0	0	0	2
Damage only	9	15	15	19
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	1	0
JBN Injuries	0	0	0	2
TP Injuries	0	0	0	2
JBN Vehicle Damage	10	15	16	21
TP Vehicle Damage	3	3	1	4

Table 16: Head Office Departments RTA Statistics 2024

4.8 PED

PED RTA Statistics 2024				
	Q1	Q2	Q3	Q4
Numbers of RTA	16	11	18	12
RTA Frequency Rate*	21.66	14.7	21.95	17.13
2023 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	50%	27%	28%	42%
Fatal	0	0	0	0
Injuries	3	0	0	0
Damage only	13	11	18	12
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	2	0	0	0
TP Injuries	1	0	0	0
JBN Vehicle Damage	13	11	18	11
TP Vehicle Damage	4	2	6	7

Table 26: PED RTA Statistics 2024

4.9 PLS

PLS RTA Statistics 2024				
	Q1	Q2	Q3	Q4
Numbers of RTA	5	4	3	3
RTA Frequency Rate*	73.78	54.26	42.85	41.2
2023 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	40%	0%	66%	100%
Fatal	1	0	0	0
Injuries	2	0	0	0
Damage only	2	4	3	3
JBN Fatalities	0	0	0	0
TP Fatalities	1	0	0	0
JBN Injuries	1	0	0	0
TP Injuries	2	0	0	0
JBN Vehicle Damage	3	4	2	2
TP Vehicle Damage	3	0	1	1

Table 27: PLS RTA Statistics 2024

4.10 Marine Services

Marine Services RTA Statistics 2024				
	Q1	Q2	Q3	Q4
Numbers of RTA	0	0	0	0
RTA Frequency Rate*	0	0	0	0
2023 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	0%	0%	0%	0%
Fatal	0	0	0	0
Injuries	0	0	0	0
Damage only	0	0	0	0
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	0	0	0
JBN Vehicle Damage	0	0	0	0
TP Vehicle Damage	0	0	0	0

Table 17: Marine Services RTA Statistics 2024

HSE Performance Report

Q4 2025

P. Drillingcourt
Corporate HSE Manager
Abuja.



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1 INTRODUCTION

1.1 Introduction

The Q4 2025 HSE report is intended to give a general overview of JBN Plc HSE performance.

It details the JBN HSE performance and Road Safety performance of JBN transport operations.

The performance measures presented are for JBN overall, Regions, Service and Corporate Departments.

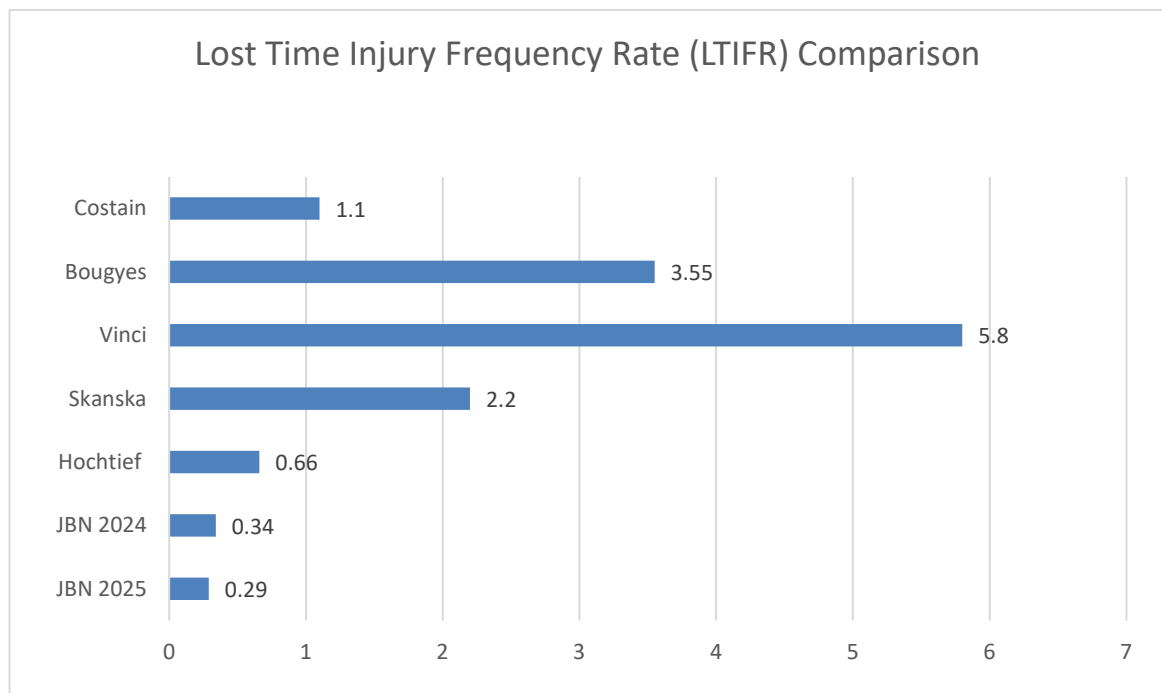
Comparison of Construction Industry peer's HSE performance is provided as a comparison to JBN HSE Performance.

All data presented in this report has been collated through the implementation of the Company Corporate Procedure CHSE_Pr-003: HSE Reporting and CHSE_Pr-007: HSE Inspection.

The Corporate HSE Department will provide upon request more detailed HSE performance data which are not covered within this report.

1.2 HSE Performance Comparison

JBN continues to perform well in respect of our Lost Time Frequency Rate and the JBN HSE Performance compares well in relation to that of our Construction Industry peer's.



LTIFR Frequency Rate: Number of Lost Time Injuries per Million Manhours worked.

HSE Performance data is as stated in the 2024 Annual Reports.

2 Q4 SUMMARY

2.1 HSE

The 2025 LTIFR for the Company was calculated at 0.29, this is an improvement on the 2024 LTIFR result and below our target KPI of 0.35.

The TRIFR for 2025 was calculated at 0.68, a significant improvement from the 2024 TRIFR of 1.41.

There was a significant drop in all classes of Accident occurring with less Lost Time Injury, Medical Treatment and First Aid Accidents recorded.

2.2 Road Traffic Accidents

365 JBN vehicles were involved in RTA's in 2025, a significant decrease from 2024 when there were 446 JBN vehicles involved in RTA's. It should also be noted that the frequency of serious RTAs continues to reduce.

The frequency rate of RTA's per million man-hours for 2025 was 13.1, whilst still in excess of our target of 11.4. this is the lowest annual rate of RTA's per million man-hours measured in the history of JBN. This was again driven by Head Office. RW had only 4 recorded RTA's in the Quarter which is an excellent result.

7 Third Party's were fatally injured in RTA's involving JBN vehicles in 2025 a reduction from the 11 fatalities recorded in 2024.

The introduction of the Driver Training and Road Safety Action Plan in 2024 and the development of the HSE Driver training initiatives are now starting to show dividends with the reduction in overall RTA's.

The Drivers Performance Bonus Scheme was introduced in May 2024.

The following table details the sanctions imposed under the Driver Performance Bonus Scheme in 2025.

JBN Driver Performance Bonus Scheme 2025				
	Q1	Q2	Q3	Q4
At Fault Accident (-100%)	30	27	34	21
Non at fault Accident (-10%)	39	40	24	33
Seat Belt Violation (-10%)	15	7	2	1
Upheld Driving Complaint (-20%)	7	2	1	1
Annual Driver Medical missing (-20%)	-	25	-	33
Annual DDC missing (-20%)	-	184	-	154

Table 1: Sanctions imposed under the Driver Performance Bonus Scheme.

2.3 Work Related Accident Statistics

2.3.1 JBN Overall

JBN Overall Work-Related Statistics 2025				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	7.0M	6.9M	7.0M	6.9M
Work related fatality	0	0	0	0
LTI Frequency Rate	0.14	0.21	0.29	0.29
LTI Severity Rate	6	9	20	19.25
TRII Frequency Rate	0.71	0.72	0.67	0.68

Table 2: Work Related Accident Statistics/HSE Inspection Scores.

2.3.2 Ratings

0-0.35 LTIFR	Good HSE performance
>0.35 LTIFR	Poor HSE performance
0 Fatality	Acceptable
Fatality	Unacceptable

2.4 Definitions

LTI: Lost Time Injury

LTI Frequency Rate: Number of LTI per Million Manhours worked

LTI Severity Rate: Average number of days off work per LTI recorded

TRII: Total Recordable Injury & Illness (cases including Fatalities, LTI's, Restricted work cases and Medical treatment cases; excluding First Aid cases)

TRII Frequency Rate: Number of TRII per Million Manhours worked

Quarterly HSE Inspection colour scheme and interpretation	
0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

3 WORK RELATED ACCIDENT STATISTICS AND HSE INSPECTION SCORES

3.1 Region Central and North

Region Central & North HSE Work - Related Statistics 2024-2025				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	2.0M	2.4M	2.6M	2.7M
Work related fatality	0	0	0	0
LTI Frequency Rate	0.49	0.45	0.57	0.41
LTI Severity Rate	6	12	15	15.25
TRII Frequency Rate	1.48	0.90	0.85	0.72

Table 3: Region Central and North HSE Work- Related Statistics 2025

Region Central & North Quarterly HSE Inspection Scores 2025				
Dept./Project/Site	Q1	Q2	Q3	Q4
BUA	83%	83%	82%	85%
CLOUD 7	80%	74%	80%	84%
IDU YARD	81%	81%	81%	85%
AN5	80%	77%	81%	84%
AHP (DPR)	86%	85%	82%	86%
AHH	86%	-	-	-

Table 4: Region Central and North Quarterly HSE Inspection Scores 2025

3.2 Region South and East

Region South & East Work-Related Statistics 2025				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	2.2M	1.7M	1.5M	1.6M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0.26	0.19	0.43
LTI Severity Rate	0	3	47	27
TRII Frequency Rate	0.92	1.04	0.74	1.01

Table 5: Region South and East HSE Work-Related Statistics 2025

Region South & East Quarterly HSE Inspection Scores 2025				
Dept./Project/Site	Q1	Q2	Q3	Q4
UYO MAIN YARD	-	-	-	-
UYO ROADS	-	-	-	-
PHC ROADS	79%	-	-	-
PHC MAIN YARD	81%	-	-	-
PHC RING ROAD	81%	-	-	82%
OLIBIRI	84%	-	75%	81%
PHC PRECAST YARD	80%	-	-	79%
WRF	84%	-	86%	89%
BBR	83%	-	-	-

Table 6: Region South and East Quarterly HSE Inspection Scores 2025

3.3 Region West

Region West Work-Related Statistics 2025				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	1.4M	1.3M	1.2M	1.1M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0.20

Table 7: Region West HSE Work-Related Statistics 2025

Region West Quarterly HSE Inspection Scores 2025				
Dept./Project/Site	Q1	Q2	Q3	Q4
LEKKI YARD (LPU)	94%	95%	95%	92%
LHH	92%	92%	93%	91%
LOM	90%	-	-	-
IJORA - LFW	86%	87%	86%	85%
LNW	95%	94%	95%	93%
LAGOS ISLAND ROADS	-	85%	86%	83%
EBW	85%	85%	85%	84%
LDQ	89%	-	-	-
LTV	93%	92%	92%	92%
LNT	-	84%	87%	86%

Table 8: Region West Quarterly HSE Inspection Scores 2025

3.4 AFP

AFP Work Related Statistics 2025				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.26M	0.21M	0.25M	0.27M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0

Table 9: AFP HSE Work -Related Statistics 2025

AFP Quarterly HSE Inspection Scores 2025				
Dept./Project/Site	Q1	Q2	Q3	Q4
AFP	90%	88%	88%	83%

Table 10: AFP Quarterly HSE Inspection Scores 2025

3.5 Head Office Departments

Head Office Departments Work Related Statistics 2025				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.26M	0.27M	0.29M	0.29M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	1.22	0.90
LTI Severity Rate	0	0	13	13
TRII Frequency Rate	0	0	1.22	0.90

Table 11: Head Office Departments HSE Work-Related Statistics 2025

3.6 PLS

PLS Work Related Statistics 2025				
	Q1	Q4	Q3	Q4
Reported Man-hours (Million)	0.06M	0.07M	0.07M	0.07M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0

Table 12: PLS HSE Work-Related Statistics 2025

3.7 PED

PED Work Related Statistics 2025				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.68M	0.77M	0.78M	0.66M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	1.38	0.90	0.69

Table 13: PED HSE Work-Related Statistics 2025

PED Quarterly HSE Inspection Scores 2025				
Dept./Project/Site	Q1	Q2	Q3	Q4
ERC LAGOS	90%	89%	90%	88%
ERC ABUJA	91%	86%	91%	92%
ERC PHC	87%	-	-	-
ERC UYO	-	-	-	-

Table 14: PED Quarterly HSE Inspection Scores 2025

3.8 Marine Services

Marine Services Work Related Statistics 2025				
	Q1	Q2	Q3	Q4
Reported Man-hours (Million)	0.19M	0.2M	0.23M	0.24M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	1.60	0.69

Table 15: Marine Services HSE Work -Related Statistics 2025

Marine Services Quarterly HSE Inspection Scores 2025				
Dept./Project/Site	Q1	Q2	Q3	Q4
MARINE SERVICES	-	-	-	84%

Table 16: Marine Services Quarterly HSE Inspection 2025

4 ROAD SAFETY

4.1 JBN Overall

JBN Overall RTA Statistics 2025				
	Q1	Q2	Q3	Q4
Numbers of RTA	97	99	85	84
RTA Frequency Rate*	13.86	14.3	12.1	12.2
2025 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	47%	40%	39%	44%
Fatal	1	1	3	0
Injuries	10	5	5	4
Damage only	82	93	77	80
JBN Fatalities	0	0	0	0
TP Fatalities	1	3	3	0
JBN Injuries	2	1	1	2
TP Injuries	11	7	6	2
JBN Vehicle Damage	92	93	83	81
TP Vehicle Damage	30	35	34	34

Table 17: JBN Overall RTA Statistics 2025

< JBN RTA Frequency Rate	Good RTA performance
> JBN RTA Frequency Rate	Poor RTA performance

*RTA Frequency Rate based on total RTA's/Total man-hours

^2025 RTA Frequency rate Target = 2024 RTA rate less 25% (11.4)

4.2 Region Central and North

RCN RTA Statistics 2025				
	Q1	Q2	Q3	Q4
Numbers of RTA	21	37	26	19
RTA Frequency Rate*	10.34	15.4	9.9	7.1
2025 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	62%	35%	38%	47%
Fatal	0	0	0	0
Injuries	1	0	0	0
Damage only	20	37	26	19
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	1	0	0	0
JBN Vehicle Damage	20	37	25	20
TP Vehicle Damage	2	14	11	5

Table 18: Region Central and North RTA Statistics 2025

4.3 Region West

RW RTA Statistics 2025				
	Q1	Q2	Q3	Q4
Numbers of RTA	5	11	4	8
RTA Frequency Rate*	3.67	8.4	3.26	7.3
2025 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	40%	45%	50%	25%
Fatal	0	0	0	0
Injuries	1	1	1	0
Damage only	4	10	3	8
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	1	0	0	0
TP Injuries	0	1	1	0
JBN Vehicle Damage	5	10	4	7
TP Vehicle Damage	1	7	2	3

Table 19: Region West RTA Statistics 2025

4.4 Region South and East

RSE RTA Statistics 2025				
	Q1	Q2	Q3	Q4
Numbers of RTA	32	19	26	21
RTA Frequency Rate*	14.8	11.27	16.9	13.4
2025 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	50%	74%	54%	67%
Fatal	0	1	2	0
Injuries	5	3	1	0
Damage only	27	15	23	21
JBN Fatalities	0	0	0	0
TP Fatalities	0	3	2	0
JBN Injuries	0	1	0	0
TP Injuries	6	3	3	0
JBN Vehicle Damage	30	16	27	19
TP Vehicle Damage	8	5	12	7

Table 20: Region South and East RTA Statistics 2025

4.5 AFP

AFP RTA Statistics 2025				
	Q1	Q2	Q3	Q4
Numbers of RTA	2	2	3	2
RTA Frequency Rate*	7.76	9.34	11.8	7.35
2025 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	50%	0%	0%	50%
Fatal	0	0	0	0
Injuries	0	0	0	0
Damage only	2	2	3	2
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	0	0	0
JBN Vehicle Damage	2	2	3	3
TP Vehicle Damage	3	1	1	1

Table 21: AFP RTA Statistics 2025

4.6 Head Office Departments

Head Office Departments RTA Statistics 2025				
	Q1	Q2	Q3	Q4
Numbers of RTA	18	22	13	21
RTA Frequency Rate*	70.1	82.38	44.15	71.5
2025 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	28%	23%	15%	19%
Fatal	0	0	0	0
Injuries	1	0	1	2
Damage only	17	22	12	19
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	1	0	0	1
TP Injuries	1	0	1	1
JBN Vehicle Damage	18	22	13	20
TP Vehicle Damage	4	2	2	12

Table 22: Head Office Departments RTA Statistics 2025

4.7 PLS

PLS RTA Statistics 2025				
	Q1	Q2	Q3	Q4
Numbers of RTA	9	2	6	3
RTA Frequency Rate*	146.5	29.7	81.7	41.9
2025 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	44%	0%	17%	67%
Fatal	1	0	0	0
Injuries	1	0	1	0
Damage only	7	2	5	3
JBN Fatalities	0	0	0	0
TP Fatalities	1	0	0	0
JBN Injuries	0	0	1	0
TP Injuries	1	0	0	0
JBN Vehicle Damage	8	2	5	3
TP Vehicle Damage	4	1	2	1

Table 23: PLS RTA Statistics 2025

4.8 PED

PED RTA Statistics 2025				
	Q1	Q2	Q3	Q4
Numbers of RTA	10	5	6	8
RTA Frequency Rate*	14.76	6.52	7.7	12.1
2025 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	50%	40%	50%	63%
Fatal	0	0	1	0
Injuries	1	1	1	2
Damage only	9	4	4	6
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	1	0
JBN Injuries	0	0	0	1
TP Injuries	2	3	1	1
JBN Vehicle Damage	9	4	5	7
TP Vehicle Damage	8	4	4	3

Table 24: PED RTA Statistics 2025

4.9 Marine Services

Marine Services RTA Statistics 2025				
	Q1	Q2	Q3	Q4
Numbers of RTA	0	0	0	2
RTA Frequency Rate*	0	0	0	8.4
2025 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	0%	0%	0%	0%
Fatal	0	0	0	0
Injuries	0	0	0	0
Damage only	0	0	0	2
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	0	0	0
JBN Vehicle Damage	0	0	0	2
TP Vehicle Damage	0	0	0	2

Table 25: Marine Services RTA Statistics 2025

HSE Performance Report

Q1 2026

P. Drillingcourt
Corporate HSE Manager
Abuja.



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1 INTRODUCTION

1.1 Introduction

The Q1 2026 HSE report is intended to give a general overview of JBN Plc HSE performance.

It details the JBN HSE performance and Road Safety performance of JBN transport operations.

The performance measures presented are for JBN overall, Regions, Service and Corporate Departments.

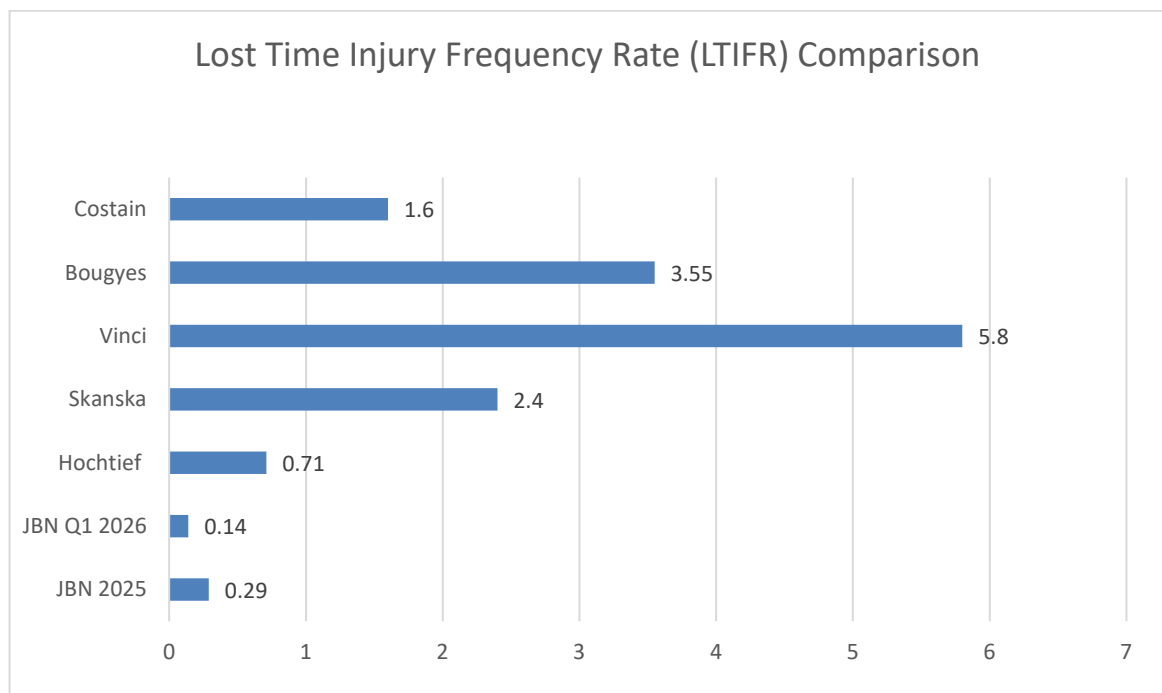
Comparison of Construction Industry peer's HSE performance is provided as a comparison to JBN HSE Performance.

All data presented in this report has been collated through the implementation of the Company Corporate Procedure CHSE_Pr-003: HSE Reporting and CHSE_Pr-007: HSE Inspection.

The Corporate HSE Department will provide upon request more detailed HSE performance data which are not covered within this report.

1.2 HSE Performance Comparison

JBN continues to perform well in respect of our Lost Time Frequency Rate and Total Recordable Injury Frequency Rate and the JBN HSE Performance compares well in relation to that of our Construction Industry peer's.



LTIFR Frequency Rate: Number of Lost Time Injuries per Million Manhours worked.

HSE Performance data is as stated in the 2025 Annual Reports (excepting Bouygues and Skanska who have yet to report 2025 data).

2 Q1 SUMMARY

2.1 HSE

The Q1 2026 LTIFR for the Company was calculated at 0.14, this is an improvement on the 2025 LTIFR result and well below our target KPI of 0.35.

The TRIFR for Q1 2026 was calculated at 1.69, a significant increase at this stage from the 2025 TRIFR of 0.68.

2.2 Road Traffic Accidents

75 JBN vehicles were involved in RTA's in Q1 2026, a continuing decrease for the last 4 quarters.

The frequency rate of RTA's per million man-hours for Q1 2026 was 10.6, better than our target of 11.4.

4 Third Party's were fatally injured in RTA's involving JBN vehicles in Q1 2026.

The introduction of the Driver Training and Road Safety Action Plan in 2024 and the development of the HSE Driver training initiatives including the Drivers Performance Bonus Scherme continue to show dividends with the reduction in overall RTA's.

JBN Driver Performance Bonus Scheme 2025				
	Q2 2025	Q3 2025	Q4 2025	Q1 2026
At Fault Accident (-100%)	27	34	21	19
Non at fault Accident (-10%)	40	24	33	31
Seat Belt Violation (-10%)	7	2	1	4
Upheld Driving Complaint (-20%)	2	1	1	5
Annual Driver Medical missing (-20%)	25	-	33	-
Annual DDC missing (-20%)	184	-	154	-

Table 1: Sanctions imposed under the Driver Performance Bonus Scheme.

Note that Driver Training has now been moved under the control of PED.

2.3 Work Related Accident Statistics

2.3.1 JBN Overall

JBN Overall Work-Related Statistics 2025-2026				
	Q2	Q3	Q4	Q1
Reported Man-hours (Million)	6.9M	7.0M	6.9M	7.1M
Work related fatality	0	0	0	0
LTI Frequency Rate	0.21	0.29	0.29	0.14
LTI Severity Rate	9	20	19.25	10
TRII Frequency Rate	0.72	0.67	0.68	1.69

Table 2: Work Related Accident Statistics/HSE Inspection Scores.

2.3.2 Ratings

0-0.35 LTIFR	Good HSE performance
>0.35 LTIFR	Poor HSE performance
0 Fatality	Acceptable
Fatality	Unacceptable

2.4 Definitions

LTI: Lost Time Injury

LTI Frequency Rate: Number of LTI per Million Manhours worked

LTI Severity Rate: Average number of days off work per LTI recorded

TRII: Total Recordable Injury & Illness (cases including Fatalities, LTI's, Restricted work cases and Medical treatment cases; excluding First Aid cases)

TRII Frequency Rate: Number of TRII per Million Manhours worked

Quarterly HSE Inspection colour scheme and interpretation	
0%-50%	Unacceptable HSE standards and compliance
51%-60%	Below Satisfactory HSE standards and compliance
61%-80%	Satisfactory HSE standards and compliance
81%-100%	High level HSE standards and compliance

3 WORK RELATED ACCIDENT STATISTICS AND HSE INSPECTION SCORES

3.1 Region Central and North

Region Central & North HSE Work - Related Statistics 2025-2026				
	Q2	Q3	Q4	Q1
Reported Man-hours (Million)	2.4M	2.6M	2.7M	2.5M
Work related fatality	0	0	0	0
LTI Frequency Rate	0.45	0.57	0.41	0
LTI Severity Rate	12	15	15.25	0
TRII Frequency Rate	0.90	0.85	0.72	1.98

Table 3: Region Central and North HSE Work- Related Statistics 2025-2026

Region Central & North Quarterly HSE Inspection Scores 2025-2026				
Dept./Project/Site	Q2	Q3	Q4	Q1
BUA	83%	82%	85%	78%
CLOUD 7	74%	80%	84%	74%
IDU YARD	81%	81%	85%	77%
AN5/AN8	77%	81%	84%	81%
AHP (DPR)	85%	82%	86%	90%
ARD/ACW	-	-	-	93%
ALG				77%

Table 4: Region Central and North Quarterly HSE Inspection Scores 2025-2026

3.2 Region South and East

Region South & East Work-Related Statistics 2025-2026				
	Q2	Q3	Q4	Q1
Reported Man-hours (Million)	1.7M	1.5M	1.6M	2.2M
Work related fatality	0	0	0	0
LTI Frequency Rate	0.26	0.19	0.43	0.45
LTI Severity Rate	3	47	27	10
TRII Frequency Rate	1.04	0.74	1.01	2.71

Table 5: Region South and East HSE Work-Related Statistics 2025-2026

Region South & East Quarterly HSE Inspection Scores 2025-2026				
Dept./Project/Site	Q2	Q3	Q4	Q1
UYO MAIN YARD	-	-	-	-
PHC MAIN YARD	-	-	-	-
PBA			87%	89%
PHC RING ROAD	-	-	82%	81%
OLIBIRI	-	75%	81%	85%
PHC PRECAST YARD	-	-	79%	78%
WRF	-	86%	89%	85%
WUF	-	-	-	81%
WAF		-	-	79%
BUA PHC	-	-	-	79%
BBR			87%	90%

Table 6: Region South and East Quarterly HSE Inspection Scores 2025-2026

3.3 Region West

Region West Work-Related Statistics 2025-2026				
	Q2	Q3	Q4	Q1
Reported Man-hours (Million)	1.3M	1.2M	1.1M	1.0M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0.20	0.99

Table 7: Region West HSE Work-Related Statistics 2025-2026

Region West Quarterly HSE Inspection Scores 2025-2026				
Dept./Project/Site	Q2	Q3	Q4	Q1
LEKKI YARD (LPU)	95%	95%	92%	93%
LHH	92%	93%	91%	-
IJORA - LFW	87%	86%	85%	89%
LNW	94%	95%	93%	96%
LAGOS ISLAND ROADS	85%	86%	83%	86%
EBW	85%	85%	84%	86%
LTV	92%	92%	92%	94%
LNT	84%	87%	86%	92%

Table 8: Region West Quarterly HSE Inspection Scores 2025-2026

3.4 AFP

AFP Work Related Statistics 2025-2026				
	Q2	Q3	Q4	Q1
Reported Man-hours (Million)	0.21M	0.25M	0.27M	0.19M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0

Table 9: AFP HSE Work -Related Statistics 2025

AFP Quarterly HSE Inspection Scores 2025-2026				
Dept./Project/Site	Q2	Q3	Q4	Q1
AFP	88%	88%	83%	92%

Table 10: AFP Quarterly HSE Inspection Scores 2025-2026

3.5 Head Office Departments

Head Office Departments Work Related Statistics 2025				
	Q2	Q3	Q4	Q1
Reported Man-hours (Million)	0.27M	0.29M	0.29M	0.24M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	1.22	0.90	0
LTI Severity Rate	0	13	13	0
TRII Frequency Rate	0	1.22	0.90	0

Table 11: Head Office Departments HSE Work-Related Statistics 2025-2026

3.6 PLS

PLS Work Related Statistics 2025-2026				
	Q4	Q3	Q4	Q1
Reported Man-hours (Million)	0.07M	0.07M	0.07M	0.06M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	0	0	0

Table 12: PLS HSE Work-Related Statistics 2025-2026

3.7 PED

PED Work Related Statistics 2025-2026				
	Q2	Q3	Q4	Q1
Reported Man-hours (Million)	0.77M	0.78M	0.66M	0.66M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	1.38	0.90	0.69	0

Table 13: PED HSE Work-Related Statistics 2025-2026

PED Quarterly HSE Inspection Scores 2025-2026				
Dept./Project/Site	Q2	Q3	Q4	Q1
ERC LAGOS	89%	90%	88%	91%
ERC ABUJA	86%	91%	92%	94%
ERC PHC	-	-	87%	89%
ERC UYO	-	-	-	-

Table 14: PED Quarterly HSE Inspection Scores 2025-2026

3.8 Marine Services

Marine Services Work Related Statistics 2025-2026				
	Q2	Q3	Q4	Q1
Reported Man-hours (Million)	0.2M	0.23M	0.24M	0.21M
Work related fatality	0	0	0	0
LTI Frequency Rate	0	0	0	0
LTI Severity Rate	0	0	0	0
TRII Frequency Rate	0	1.60	0.69	0

Table 15: Marine Services HSE Work -Related Statistics 2025-2026

Marine Services Quarterly HSE Inspection Scores 2025-2026				
Dept./Project/Site	Q2	Q3	Q4	Q1
MARINE SERVICES	-	-	84%	86%

Table 16: Marine Services Quarterly HSE Inspection 2025-2026

4 ROAD SAFETY

4.1 JBN Overall

JBN Overall RTA Statistics 2025-2026				
	Q2	Q3	Q4	Q1 2026
Numbers of RTA	99	85	84	75
RTA Frequency Rate*	14.3	12.1	12.2	10.6
2026 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	40%	39%	44%	40%
Fatal	1	3	0	2
Injuries	5	5	4	3
Damage only	93	77	80	70
JBN Fatalities	0	0	0	0
TP Fatalities	3	3	0	4
JBN Injuries	1	1	2	1
TP Injuries	7	6	2	4
JBN Vehicle Damage	93	83	81	68
TP Vehicle Damage	35	34	34	23

Table 17: JBN Overall RTA Statistics 2025-2026

< JBN RTA Frequency Rate	Good RTA performance
> JBN RTA Frequency Rate	Poor RTA performance

*RTA Frequency Rate based on total RTA's/Total man-hours

^2026 RTA Frequency rate Target = 2024 RTA rate less 25% (11.4)

4.2 Region Central and North

RCN RTA Statistics 2025-2026				
	Q2	Q3	Q4	Q1 2026
Numbers of RTA	37	26	19	15
RTA Frequency Rate*	15.4	9.9	7.1	6.0
2026 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	35%	38%	47%	60%
Fatal	0	0	0	0
Injuries	0	0	0	0
Damage only	37	26	19	15
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	0	0	0
JBN Vehicle Damage	37	25	20	15
TP Vehicle Damage	14	11	5	1

Table 18: Region Central and North RTA Statistics 2025-2026

4.3 Region West

RW RTA Statistics 2025-2026				
	Q2	Q3	Q4	Q1 2026
Numbers of RTA	11	4	8	9
RTA Frequency Rate*	8.4	3.26	7.3	9
2026 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	45%	50%	25%	33%
Fatal	0	0	0	1
Injuries	1	1	0	1
Damage only	10	3	8	7
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	3
JBN Injuries	0	0	0	1
TP Injuries	1	1	0	2
JBN Vehicle Damage	10	4	7	8
TP Vehicle Damage	7	2	3	5

Table 19: Region West RTA Statistics 2025-2026

4.4 Region South and East

RSE RTA Statistics 2025-2026				
	Q2	Q3	Q4	Q1 2026
Numbers of RTA	19	26	21	25
RTA Frequency Rate*	11.27	16.9	13.4	11.3
2026 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	74%	54%	67%	32%
Fatal	1	2	0	1
Injuries	3	1	0	2
Damage only	15	23	21	22
JBN Fatalities	0	0	0	0
TP Fatalities	3	2	0	1
JBN Injuries	1	0	0	0
TP Injuries	3	3	0	2
JBN Vehicle Damage	16	27	19	20
TP Vehicle Damage	5	12	7	9

Table 20: Region South and East RTA Statistics 2025-2026

4.5 AFP

AFP RTA Statistics 2025-2026				
	Q2	Q3	Q4	Q1 2026
Numbers of RTA	2	3	2	0
RTA Frequency Rate*	9.34	11.8	7.35	0
2026 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	0%	0%	50%	0
Fatal	0	0	0	0
Injuries	0	0	0	0
Damage only	2	3	2	0
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	0	0	0
JBN Vehicle Damage	2	3	3	0
TP Vehicle Damage	1	1	1	0

Table 21: AFP RTA Statistics 2025-2026

4.6 Head Office Departments

Head Office Departments RTA Statistics 2025-2026				
	Q2	Q3	Q4	Q1 2026
Numbers of RTA	22	13	21	17
RTA Frequency Rate*	82.38	44.15	71.5	69.6
2026 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	23%	15%	19%	35%
Fatal	0	0	0	0
Injuries	0	1	2	0
Damage only	22	12	19	17
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	1	0
TP Injuries	0	1	1	0
JBN Vehicle Damage	22	13	20	18
TP Vehicle Damage	2	2	12	4

Table 22: Head Office Departments RTA Statistics 2025-2026

4.7 PLS

PLS RTA Statistics 2025-2026				
	Q2	Q3	Q4	Q1 2026
Numbers of RTA	2	6	3	0
RTA Frequency Rate*	29.7	81.7	41.9	0
2026 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	0%	17%	67%	0
Fatal	0	0	0	0
Injuries	0	1	0	0
Damage only	2	5	3	0
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	1	0	0
TP Injuries	0	0	0	0
JBN Vehicle Damage	2	5	3	0
TP Vehicle Damage	1	2	1	0

Table 23: PLS RTA Statistics 2025-2026

4.8 PED

PED RTA Statistics 2025-2026				
	Q2	Q3	Q4	Q1 2026
Numbers of RTA	5	6	8	9
RTA Frequency Rate*	6.52	7.7	12.1	13.6
2025 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	40%	50%	63%	44%
Fatal	0	1	0	0
Injuries	1	1	2	0
Damage only	4	4	6	9
JBN Fatalities	0	0	0	0
TP Fatalities	0	1	0	0
JBN Injuries	0	0	1	0
TP Injuries	3	1	1	0
JBN Vehicle Damage	4	5	7	7
TP Vehicle Damage	4	4	3	4

Table 24: PED RTA Statistics 2025-2026

4.9 Marine Services

Marine Services RTA Statistics 2025-2026				
	Q2	Q3	Q4	Q1 2026
Numbers of RTA	0	0	2	0
RTA Frequency Rate*	0	0	8.4	0
2025 RTA Frequency Rate Target^	11.4	11.4	11.4	11.4
JBN Drivers at fault %	0%	0%	0%	0
Fatal	0	0	0	0
Injuries	0	0	0	0
Damage only	0	0	2	0
JBN Fatalities	0	0	0	0
TP Fatalities	0	0	0	0
JBN Injuries	0	0	0	0
TP Injuries	0	0	0	0
JBN Vehicle Damage	0	0	2	0
TP Vehicle Damage	0	0	2	0

Table 25: Marine Services RTA Statistics 2025-2026