



Health, Safety and Environment Management Plan

HSE Program

Company	EBI
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Prepared by	Kekewhelezou Beavogui, HSE Supervisor
Approved by	Executive Management
Owner	HSE Supervision

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The HSE Plan defines EBI's health, safety and environment management system. It aims to prevent accidents, protect employees, clients and partners, reduce environmental impacts and ensure regulatory compliance.

1. Purpose

- Protect the health and safety of employees, clients, visitors and partners.
- Prevent incidents, accidents and emergency situations.
- Reduce environmental impacts and ensure regulatory compliance.
- Control high-risk activities related to training, mine rescue, industrial safety, fire safety, IT, network cabling, maintenance and client-site interventions.

2. Scope

- Inter-company and in-house training delivered at client sites.
- Underground and open-pit mine rescue activities.
- Industrial safety, fire safety, maintenance and technical interventions.
- IT activities: network cabling, configuration, maintenance, servers and workstations.
- Employees, trainers, subcontractors, visitors and all persons acting for EBI.

3. HSE commitments

- Target of zero serious accidents.
- Strict compliance with applicable local and international standards.
- Implementation of a proactive safety culture.
- Continuous personnel training and continuous improvement of the HSE system.

4. Risk identification by activity

- Training: improper handling of equipment, incidents during practical demonstrations and failure to follow learner instructions. Controls include daily safety briefings, close supervision and suitable PPE.
- Mine rescue: dangerous atmospheres, gases, oxygen deficiency, instability, fire, explosion, heat stress and fatigue. Controls include prior assessment, gas detection, ventilation, specialized training, emergency response planning and self-contained breathing apparatus.
- Industrial and fire safety: burns, explosions, pressurized equipment and improper extinguisher use. Controls include secured zones, supervised drills, emergency procedures and equipment checks.
- IT and network cabling: work at height, electrical hazards, musculoskeletal disorders and equipment damage. Controls include electrical lockout, safe tools, ergonomics and intervention planning.

5. HSE organization

- Executive Management defines the HSE policy, allocates resources and supervises performance.
- The HSE Officer implements the system, monitors incidents and organizes training.
- Trainers and field supervisors lead activities, verify compliance and stop unsafe work.
- Employees and intervening personnel follow HSE rules, report hazards and use PPE.
- Subcontractors comply with EBI HSE requirements, provide qualified personnel and apply safety procedures.

6. Risk management

- Risk analysis before every mission.
- Preventive measures and work permits for high-risk activities.
- Periodic risk review and update of action plans.

7. Incident management

- Every incident must be reported immediately, recorded, analyzed through root-cause review and followed by corrective actions.
- Incident information feeds lessons learned and continuous improvement.

8. Training and awareness

- Mandatory HSE training for relevant personnel.
- Specific training for mining, fire, IT and industrial safety risks.
- Safety briefing before each mission and regular practical exercises.

9. Personal protective equipment

- Helmets, gloves, eye protection, safety shoes and suitable work clothing.
- Respiratory equipment for mining environments or hazardous atmospheres.
- Harnesses for work at height and fire-resistant equipment according to the activity.

10. Environmental management

- Waste reduction and controlled management of hazardous products.
- Prevention of pollution and respect for client sites.
- Application of local environmental rules and client-specific requirements.

11. Emergency plan

- Plans adapted to fire, serious accident, mining incident and electrical-risk scenarios.
- Regular drills and verification of emergency-system effectiveness.

12. Monitoring, audit and continuous improvement

- Indicators include accidents, reported incidents, training rate and completed corrective actions.
- Regular reporting to Executive Management.
- Internal HSE audits, annual review and procedure updates.

Approval

Name	Robert TOUNKARA
Position	Managing Director
Organization	EBI