

**ENVIRONMENTAL,
SOCIAL, HEALTH AND
SAFETY (ESHS)
MANAGEMENT
STRATEGIES AND
IMPLEMENTATION
PLAN
& CODE OF CONDUCT FOR
EMPLOYEES**

**PREPARED BY:
CHEZ – AVIV NIGERIA LIMITED**

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1. BACKGROUND: BID REQUIREMENT

(QUALIFICATION CRITERIA (SECTION I and J) OF PUBLIC ADVERT

- a. (I): Bidders are required to submit an Environmental, Social, Health and Safety (ESHS) Management Strategies and Implementation Plans required to manage the key ESHS risks of the project as outlined in the relevant sections of the tender document. The suitability of the proposed strategies and plans will be assessed as part of the bid evaluation.
- b. (J): Bidders are required to submit an Environmental, Social, Health and Safety (ESHS) Code of Conduct that will apply to their employees and sub-contractors, and details of how it will be enforced.

2.0. ENVIRONMENTAL, SOCIAL, HEALTH AND SAFETY (ESHS) MANAGEMENT STRATEGIES

A. AWARENESS AND RESPONSIBILITY

CHEZ –AVIV NIGERIA LIMITED is fully aware that the project for which it is bidding is a donor funded project with strong emphasis on Environmental, Social, Health and Safety implications. The firm here takes responsibility for the implementation of this plan and the adherence to the code of conduct.

The company is also aware that issues of Environmental, Social, Health and Safety are contractual, and the firm here make declaration as declared.

Engr. Frank Nnaji
AUTHORISED SIGNATURE

B. Declaration of Historical Contract Non-Performance, Pending Litigation and Litigation History

Form CON – 2

Historical Contract Non-Performance, Pending Litigation and Litigation History

Bidder's Name: CHEZ –AVIV NIGERIA LIMITED

Date: 13th September 2018

JV Member's Name: NIL

NCB No. and title: ANS/NEWMAP/NCB/CW/2017/01__

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Non-Performed Contracts in accordance with Section III, Evaluation and Qualification Criteria			
<input type="checkbox"/> No Contract has been declared non-performing as specified in Section III, Evaluation and Qualification Criteria, Sub-Factor 2.1.			
<input type="checkbox"/> No Contract has been declared non-performing as specified in Section III, Evaluation and Qualification Criteria, Sub-Factor 2.1.			
Year	Nonperformed portion of contract	Contract Identification	Total Contract Amount (current value, currency, exchange rate and US\$ equivalent)
Not Applicable	Not Applicable	Not Applicable	Not Applicable
No Pending Litigation, in accordance with Section III, Qualification Criteria and Requirements			
<input type="checkbox"/> No pending litigation in accordance with Section III, Qualification Criteria and Requirements, Sub-Factor 2.3.			
<input type="checkbox"/> Pending litigation in accordance with Section III, Evaluation and Qualification Criteria, Sub-Factor 2.3 as indicated below.			
Year of dispute	Amount in dispute (currency)	Contract Identification	Total Contract Amount (currency), USD Equivalent (exchange rate)

Not Applicable	Not Applicable	Not Applicable	Not Applicable
Not Applicable	Not Applicable	Not Applicable	Not Applicable
<input type="checkbox"/> No pending litigation in accordance with Section III, Evaluation and Qualification Criteria, Sub-Factor 2.3.			
<input type="checkbox"/> Pending litigation in accordance with Section III, Evaluation and Qualification Criteria, Sub-Factor 2.3 as indicated below.			
Year of award	Outcome as percentage of Net Worth	Contract Identification	Total Contract Amount (currency), USD Equivalent (exchange rate)
Not Applicable	Not Applicable	Not Applicable	Not Applicable

Engr. Frank Nnaji
AUTHORISED SIGNATURE

C.Environmental, Social, Health, and Safety

Performance Declaration

Form CON – 3

Environmental, Social, Health, and Safety

Performance Declaration

[The following table shall be filled in for the Bidder, each member of a Joint Venture and each Specialized

Subcontractor]

Bidder's Name: CHEZ AVIV NIGERIA LIMITED

Date: [13th September, 2018]

Joint Venture Member's or Specialized Subcontractor's Name: [NONE]

NCB No. and title: ANS/NEWMAP/NCB/CW/2017/01

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Environmental, Social, Health, and Safety Performance Declaration

in accordance with Section III, Qualification Criteria, and Requirements

- No suspension or termination of contract:** An employer has not suspended or terminated a contract and/or called the performance security for a contract for reasons related to Environmental, Social, Health, or Safety (ESHS) performance since the date specified in Section III, Qualification Criteria, and Requirements, Sub-Factor 2.5.
- Declaration of suspension or termination of contract:** The following contract(s) has/have been suspended or terminated and/or Performance Security called by an employer(s) for reasons related to Environmental, Social, Health, or Safety (ESHS) performance since the date specified in Section III, Qualification Criteria, and Requirements, Sub-Factor 2.5. Details are described below:

Year	Suspended or terminated portion of contract	Contract Identification	Total Contract Amount (current value, currency, exchange rate and US\$ equivalent)

<i>Not Applicable</i>	<i>Not Applicable</i>	<i>Not Applicable</i>	<i>Not Applicable</i>
<i>Not Applicable</i>	<i>Not Applicable</i>	<i>Not Applicable</i>	<i>Not Applicable</i>
<i>Not Applicable</i>	<i>Not Applicable</i>	<i>Not Applicable</i>	<i>Not Applicable</i>
Performance Security called by an employer(s) for reasons related to ESHS performance			
Year	Contract Identification		Total Contract Amount (current value, currency, exchange rate and US\$ equivalent)
<i>Not Applicable</i>	<i>Not Applicable</i>		<i>Not Applicable</i>
<i>Not Applicable</i>	<i>Not Applicable</i>		<i>Not Applicable</i>

**Engr. Frank Nnaji
AUTHORISED SIGNATURE**

D. CONTRACTOR’S ENVIRONMENTAL, SOCIAL, HEALTH AND SAFETY (ESHS) MANAGEMENT STRATEGY AND IMPLEMENTATION PLANS

D1. DUST CONTROL AND AIR QUALITY MANAGEMENT

CHEZ –AVIV NIGERIA LIMITED shall apply all mitigation measures laid down by the Environmental and Social Management Plan (ESMP) prepared for the project.

D2. NOISE AND VIBRATION EXPOSURE MANAGEMENT

CHEZ –AVIV NIGERIA LIMITED shall apply all mitigation measures laid down by the Environmental and Social Management Plan (ESMP) prepared for the project

D3. WASTE MANAGEMENT AND DEBRIS FROM CONSTRUCTION OPERATIONS

CHEZ –AVIV NIGERIA LIMITED shall apply all mitigation measures laid down by the Environmental and Social Management Plan (ESMP) prepared for the project

D4.FLORA AND FAUNA REMOVAL MANAGEMENT

CHEZ –AVIV NIGERIA LIMITED shall apply all mitigation measures laid down by the Environmental and Social Management Plan (ESMP) prepared for the project

D5. ESHS PERFORMANCE SECURITY/ PROVISIONAL SUM

CHEZ - AVIV NIGERIA LIMITED shall provide Environmental, Social, Health and Safety (ESHS) security IF contractually required to produce same.

D6. ENVIRONMENTAL, SOCIAL, HEALTH AND SAFETY (ESHS) REPORTING OBLIGATION

The Contractor shall send, to the client details of any incident, event or accident that may be regarded as an ESHS issue as soon as practicable after its occurrence. The Contractor shall maintain records and make reports concerning health, safety and welfare of persons, and damage to property, as the Client may reasonably require **and avail the client of such records.**

CHEZ- AVIV Nigeria Limited understands that withholding reporting or restraining from disclosure of any ESHS default is in itself a default.

D7. WITHHOLDING INTERIM PAYMENT FOR NON COMPLIANCE AND SANCTIONS CHEZ- AVIV NIGERIA LIMITED declares full understanding of the Client's right to withhold in part or a full any interim payment for non-compliance of ESHS obligation and to impose such necessary sanctions within the limits of the contract if such non-compliance is not addressed.

D8. COMMUNITY RELATIONS

CHEZ –AVIV NIGERIA LIMITED shall respect the cultures, Customs, religion, festivals and all such things that the project community holds in high esteem and shall brief its workers to ensure same through the contract period.

D9. COMMUNITY AND PROJECT AFFECTED PERSONS (PAPs) ISSUES MANAGEMENT

In the management of Community and Project affected persons, CHEZ-AVIV NIGERIA LIMITED shall cooperate and work with the Community governance structures that the Client have put in place in the project Community.

The company shall not destroy community / private access roads, Lands, Rivers, crops, structures and any valuable cultural property belonging to the Community or its members.

In event of such, the company shall bear full responsibility for the rehabilitation of such property. In taking any decision that shall adversely affect the Environment or the

people, the company shall get written approval from the client or its agents (In this case the Consultant).

D10. HIV/AIDS PREVENTION.

The Contractor shall conduct an HIV-AIDS awareness programme via an approved service provider and shall undertake such other measures as are specified in this Contract to reduce the risk of the transfer of the HIV virus between and among the Contractor's Personnel and the local community, to promote early diagnosis and to assist affected individuals.

D11. OTHER HEALTH AWARENESS PROGRAMMES AND MANAGEMENT

CHEZ AVIV NIGERIA LIMITED shall throughout the contract (including the Defects Notification Period): (i) conduct Information, Education and Communication (IEC) campaigns, at least every three months, addressed to all the Site staff and labour (including all the Contractor's employees, all Subcontractors and any other Contractor's or Employer's personnel employees, and all truck drivers and crew making deliveries to Site for construction activities) and to the immediate local communities, concerning the risks, dangers and impact, and appropriate avoidance behaviour with respect to, of Sexually Transmitted Diseases (STD) - or Sexually Transmitted Infections (STI) in general and HIV/AIDS in particular; (ii) provide male or female condoms for all Site staff and labour as appropriate; and (iii) provide for STI and HIV/AIDS screening, diagnosis, counselling and referral to a dedicated national STI and HIV/AIDS programme, (unless otherwise agreed) of all Site staff and labour

D12. GRIEVANCE REDRESS MECHANISMS (GRM)

CHEZ –AVIV NIGERIA LIMITED shall enable alternative means for the Contractor's Personnel to express their grievances and protect their rights regarding working conditions and terms of employment. In either case described above, and where the relevant labour laws are silent, the Contractor shall not discourage the Contractor's Personnel from forming or joining workers' organizations of their choosing or from bargaining collectively and shall not discriminate or retaliate against the Contractor's Personnel who participate, or seek to participate, in such organizations and bargain collectively. The Contractor shall engage with such workers' representatives. Workers' organizations are expected to fairly represent the workers in the workforce.

CHEZ –AVIV internal grievance redress handbook is attached as ANNEX 1

D13. STAFF AND LABOUR MATTERS

Salaries, Wages and Labour Relations

The Contractor shall pay rates of wages, and observe conditions of labour, which are not lower than those established for the trade or industry where the work is carried out. If no established rates or conditions are applicable, the Contractor shall pay rates of wages and observe conditions which are not lower than the general level of wages and

conditions observed locally by employers whose trade or industry is similar to that of the Contractor.

The Contractor shall inform the Contractor's Personnel about their liability to pay personal income taxes in the Country in respect of such of their salaries, wages, allowances and any benefits as are subject to tax under the Laws of the Country for the time being in force, and the Contractor shall perform such duties in regard to such deductions thereof as may be imposed on him by such Laws.

3.0. CHEZ –AVIV ESHS ENFORCEMENT PERSONNEL

- 1. Environmental Engineer:** B.Sc/HND and 5 years' experience in related position with field experience in Environmental Safety Management Strategies and Implementation Plans.

CHEZ –AVIV NIGERIA LIMITED shall deploy a qualified Environmental Engineer to oversee sound and adequate Environmental practice. **Name of Personnel - Dr. Enefiok Udoeka**

- 2. Site Safety Manager:** HND/B.Sc with relevant experience in construction Site Safeguards, Health and Occupational Hazard Management

CHEZ –AVIV NIGERIA LIMITED shall deploy other qualified officers to oversee sound Environmental, Social, Health and Safety practices.

Name of Lead HSE Officer: Agbiri Victor Abumchukwu.

- 3. Community Liaison Officer –** CHEZ –AVIV NIGERIA LIMITED shall employ the services of a community liaison person who shall be a member of the community that shall interface with the Community on behalf of the contractor.

Engr. Frank Nnaji
AUTHORISED SIGNATURE

4.0. ADHERENCE TO PROJECT DOCUMENTS

CHEZ-AVIV NIGERIA LIMITED shall respect documents prepared by the project for the purpose of smooth implementation of the remedial work in Abagana. Any difficulties or issues arising from this shall be discussed and resolved with the client in a meeting.

The documents shall include but not limited to:

The Environmental and Social Management Plan (ESMP) for Abagana Erosion Site

The Resettlement Action Plan (RAP) for Abagana Erosion Site

Engr. Frank Nnaji
AUTHORISED SIGNATURE

5.0. ESHS: STAFF AND WELFARE MATERS

The client had raised the following issues in the bidding document; CHEZ AVIV NIGERIA LIMITED will apply as follows.

5A. Facilities for Staff and Labour

CHEZ –AVIV NIGERIA LIMITED provide and maintain all necessary accommodation and welfare facilities for the Contractor's Personnel. The Contractor shall also provide facilities for the Employer's Personnel as stated in the Specification.

CHEZ –AVIV NIGERIA LIMITED shall not permit any of the Contractor's Personnel to maintain any temporary or permanent living quarters within the structures forming part of the Permanent Works.

5B. Health and Safety

CHEZ –AVIV NIGERIA LIMITED shall always take all reasonable precautions to maintain the health and safety of the Contractor's Personnel. In collaboration with local health authorities, the Contractor shall ensure that medical staff, first aid facilities, sick bay and ambulance service are always available at the Site and at any accommodation for Contractor's and Employer's Personnel, and that suitable arrangements are made for all necessary welfare and hygiene requirements and for the prevention of epidemics.

CHEZ –AVIV NIGERIA LIMITED shall appoint an accident prevention officer at the Site. That shall be the Health Safety and Environment -HSE Officer Dr. Enefiok Udoek. He shall be responsible for maintaining safety and protection against accidents. This person shall be qualified for this responsibility and shall have the authority to issue instructions and take protective measures to prevent accidents. Throughout the execution of the Works, the Contractor shall provide whatever is required by this person to exercise this responsibility and authority.

5C. Foreign Personnel

CHEZ –AVIV NIGERIA LIMITED may bring into the Country any foreign personnel who are necessary for the execution of the Works to the extent allowed by the applicable Laws. The Contractor shall ensure that these personnel are provided with the required residence visas and work permits and are secured.

The Contractor shall be responsible for the return of these personnel to the place where they were recruited or to their domicile. In the event of the death in the Country of any of these personnel or members of their families, the Contractor shall similarly be responsible for making the appropriate arrangements for their return or burial.

5D. Supply of Foodstuffs

CHEZ –AVIV NIGERIA LIMITED shall arrange for the provision of a sufficient supply of suitable food as may be stated in the Specification at reasonable prices for the Contractor's Personnel for the purposes of or in connection with the Contract.

5E. Supply of Water

CHEZ –AVIV NIGERIA LIMITED shall, having regard to local conditions, provide on the Site an adequate supply of drinking and other water for the use of the Contractor's Personnel.

5F. Measures against Insect and Pest Nuisance

CHEZ –AVIV NIGERIA LIMITED shall always take the necessary precautions to protect the Contractor's Personnel employed on the Site from insect and pest nuisance, and to

reduce the danger to their health. The Contractor shall comply with all the regulations of the local health authorities, including use of appropriate insecticide.

5G. Alcoholic Liquor or Drugs

CHEZ –AVIV NIGERIA LIMITED shall not, otherwise than in accordance with the Laws of the Country, import, sell, give, barter, or otherwise dispose of any alcoholic liquor or drugs, or permit or allow importation, sale, gift, barter or disposal thereof by Contractor's Personnel.

5H. Arms and Ammunition

CHEZ –AVIV NIGERIA LIMITED shall not give, barter, or otherwise dispose of, to any person, any arms or ammunition of any kind, or allow Contractor's Personnel to do so. All injuries or fatalities resulting from the use of firearms by employees of CHEZ-AVIV shall be the company's responsibility.

5I. Festivals and Religious Customs

CHEZ –AVIV NIGERIA LIMITED shall respect the Country's recognized festivals, days of rest and religious or other customs.

5J. Funeral Arrangements

CHEZ –AVIV NIGERIA LIMITED shall be responsible, to the extent required by local regulations, for making any funeral arrangements for any of his local employees who may die while engaged upon the Works.

5K. Prohibition of Forced or Compulsory Labour

CHEZ –AVIV NIGERIA LIMITED shall not employ forced labour, which consists of any work or service, not voluntarily performed, that is exacted from an individual under threat of force or penalty, and includes any kind of involuntary or compulsory labour, such as indentured labour, bonded labour or similar labour-contracting arrangements.

5L. Prohibition of Harmful Child Labour

CHEZ –AVIV NIGERIA LIMITED shall not employ children in a manner that is economically exploitative, or is likely to be hazardous, or to interfere with, the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral, or social development. Where the relevant labour laws of the Country have provisions for employment of minors, the Contractor shall follow those laws applicable to the Contractor. Children below the age of 18 years shall not be employed in any work whatsoever.

CHEZ –AVIV NIGERIA LIMITED shall keep complete and accurate records of the employment of labour at the Site. The records shall include the names, ages, genders,

hours worked, and wages paid to all workers. These records shall be summarized monthly and submitted to the Client if requested to do so.

Provided relevant labour laws recognize workers' rights to form and to join workers' organizations of their choosing without interference and to bargain collectively, the Contractor shall comply with such law.

5M. Gender Based Violence / Sexual Harassment

CHEZ –AVIV NIGERIA LIMITED shall ensure that the rights of Women are not endangered in any way by its staff. This includes women on its employment and from the Project community or the client side

The Contractor shall not make employment decisions based on personal characteristics unrelated to inherent job requirements. The Contractor shall base the employment relationship on the principle of equal opportunity and fair treatment, and shall not discriminate with respect to aspects of the employment relationship, including recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, promotion, termination of employment or retirement, and discipline

Engr. Frank Nnaji
AUTHORISED SIGNATURE

6.0. OCCUPATIONAL SAFETY

CHEZ –AVIV NIGERIA LIMITED have identified the following potential **Construction hazards, and developed mechanism to address them.**

6A. Potential hazards for workers in construction include:

- Falls (from heights);
- Trench collapse.
- Scaffold collapse.
- Electric shock
- Failure to use proper personal protective equipment □ Other kinds of

injuries. **Hazards & Solutions**

1. Scaffolding
2. Fall protection (scope, application, definitions)
3. Excavations (general requirements)
4. Ladders
5. Head protection

6. Excavations (requirements for protective systems)
7. Hazard communication
8. Fall protection (training requirements)
9. Construction (general safety and health provisions)
10. Electrical (wiring methods, design and protection)

6B. Scaffolding Solution

- Scaffold must be sound, rigid and sufficient to carry its own weight plus four times the maximum intended load without settling or displacement. It must be erected on solid footing.
- Unstable objects, such as barrels, boxes, loose bricks or concrete blocks must not be used to support scaffolds or planks.
- Scaffold must not be erected, moved, dismantled or altered except under the supervision of a competent person.
- Scaffold must be equipped with guardrails, midrails and toeboards.
- Scaffold accessories such as braces, brackets, trusses, screw legs or ladders that are damaged or weakened from any cause must be immediately repaired or replaced.
- Scaffold platforms must be tightly planked with scaffold plank grade material or equivalent.
- A "competent person" must inspect the scaffolding and, at designated intervals, reinspect it.
- Rigging on suspension scaffolds must be inspected by a competent person before each shift and after any occurrence that could affect structural integrity to ensure that all connections are tight and that no damage to the rigging has occurred since its last use.
- Synthetic and natural rope used in suspension scaffolding must be protected from heat-producing sources.
- Employees must be instructed about the hazards of using diagonal braces as fall protection.
- Scaffold can be accessed by using ladders and stairwells.
- Scaffolds must be at least 10 feet from electric power lines at all times.



6C. Fall Protection

Hazard: Each year, falls consistently account for the greatest number of fatalities in the construction industry. A number of factors are often involved in falls, including unstable working surfaces, misuse or failure to use fall protection equipment and human error. Studies have shown that using guardrails, fall arrest systems, safety nets, covers and restraint systems can prevent many deaths and injuries from falls.

Solutions:

- Consider using aerial lifts or elevated platforms to provide safer elevated working surfaces;
- Erect guardrail systems with toeboards and warning lines or install control line systems to protect workers near the edges of floors and roofs;
- Cover floor holes; and/or
- Use safety net systems or personal fall arrest systems (body harnesses).

6D.Ladders

Hazard: Ladders and stairways are another source of injuries and fatalities among construction workers. OSHA estimates that there are 24,882 injuries and as many as 36 fatalities per year due to falls on stairways and ladders used in construction. Nearly half of these injuries were serious enough to require time off the job.

Solutions:

- Use the correct ladder for the task.
- Have a competent person visually inspect a ladder before use for any defects such as:
 - Structural damage, split/bent side rails, broken or missing rungs/steps/cleats and missing or damaged safety devices;
 - Grease, dirt or other contaminants that could cause slips or falls; ○ Paint or stickers (except warning labels) that could hide possible defects

- Make sure that ladders are long enough to safely reach the work area.
- Mark or tag ("Do Not Use") damaged or defective ladders for repair or replacement, or destroy them immediately.
- Never load ladders beyond the maximum intended load or beyond the manufacturer's rated capacity.
- Be sure the load rating can support the weight of the user, including materials and tools.
- Avoid using ladders with metallic components near electrical work and overhead power lines.

6E. Stairways

Hazard: Slips, trips and falls on stairways are a major source of injuries and fatalities among construction workers.

Solutions:

- Stairway treads and walkways must be free of dangerous objects, debris and materials.
- Slippery conditions on stairways and walkways must be corrected immediately.
- Make sure that treads cover the entire step and landing.
- Stairways having four or more risers or rising more than 30 inches must have at least one handrail.

6F. Trenching

Hazard: Trench collapses cause dozens of fatalities and hundreds of injuries each year. Trenching deaths rose in 2003.

Solutions:

- Never enter an unprotected trench.
- Always use a protective system for trenches feet deep or greater.
- Employ a registered professional engineer to design a protective system for trenches 20 feet deep or greater.
- Protective Systems:

- Sloping to protect workers by cutting back the trench wall at an angle inclined away from the excavation not steeper than a height/depth ratio of 1 1/2 :1, according to the sloping requirements for the type of soil.
- Shoring to protect workers by installing supports to prevent soil movement for trenches that do not exceed 20 feet in depth.
- Shielding to protect workers by using trench boxes or other types of supports to prevent soil cave-ins.
- Always provide a way to exit a trench--such as a ladder, stairway or ramp--no more than 25 feet of lateral travel for employees in the trench.
- Keep spoils at least two feet back from the edge of a trench.
- Make sure that trenches are inspected by a competent person prior to entry and after any hazard-increasing event such as a rainstorm, vibrations or excessive surcharge loads.

6G. SLOPING

Maximum allowable slopes for excavations less than 20 ft. (6.09 m) based on soil type and angle to the horizontal are as follows:

TABLE V: 2-1. ALLOWABLE SLOPES

Soil type	Height/Depth ratio	Slope angle
Stable (granite or sandstone)	rock Vertical	90°
Type (clay)	A 3/4 :1	53°
Type (gravel, silt)	B 1:1	45°
Type (sand)	C 1 1/ 2:1	34°
Type (For a maximum excavation depth of 12 ft.)	A (short-term) 1/ 2:1	63°

Source: OSHA Technical Manual, Section V, Chap. 2, Excavations: Hazard Recognition in Trenching and Shoring (Jan. 1999).

6H. Cranes

Hazard: Significant and serious injuries may occur if cranes are not inspected before use and if they are not used properly. Often these injuries occur when a worker is struck by an overhead load or caught within the crane's swing radius. Many crane fatalities occur when the boom of a crane or its load line contact an overhead power line.

Solutions:

- Check all crane controls to insure proper operation before use.
- Inspect wire rope, chains and hook for any damage.

- Know the weight of the load that the crane is to lift.
- Ensure that the load does not exceed the crane's rated capacity.
- Raise the load a few inches to verify balance and the effectiveness of the brake system.
- Check all rigging prior to use; do not wrap hoist ropes or chains around the load.
- Fully extend outriggers.
- Do not move a load over workers.
- Barricade accessible areas within the crane's swing radius.



6I. Hazard Communication

Hazard: Failure to recognize the hazards associated with chemicals can cause chemical burns, respiratory problems, fires and explosions.

Solutions:

- Maintain a Material Safety Data Sheet (MSDS) for each chemical in the facility.
- Make this information accessible to employees at all times in a language or formats that are clearly understood by all affected personnel.
- Train employees on how to read and use the MSDS.
- Follow manufacturer's MSDS instructions for handling hazardous chemicals.
- Train employees about the risks of each hazardous chemical being used.

Provide spill clean-up kits in areas where chemicals are stored.

- Have a written spill control plan.
- Train employees to clean up spills, protect themselves and properly dispose of used materials.
- Provide proper personal protective equipment and enforce its use.
- Store chemicals safely and securely.

6J. Forklifts

Hazard: Approximately 100 employees are fatally injured and approximately 95,000 employees are injured every year while operating powered industrial trucks. Forklift turnover accounts for a significant number of these fatalities.

Solutions:

- Train and certify all operators to ensure that they operate forklifts safely.
- Do not allow any employee under 18 years old to operate a forklift.
- Properly maintain haulage equipment, including tires.
- Do not modify or make attachments that affect the capacity and safe operation of the forklift without written approval from the forklift's manufacturer.
- Examine forklift truck for defects before using.
- Follow safe operating procedures for picking up, moving, putting down and stacking loads.
- Drive safely--never exceed 5 mph and slow down in congested or slippery surface areas.
- Prohibit stunt driving and horseplay.
- Do not handle loads that are heavier than the capacity of the industrial truck.
- Remove unsafe or defective forklift trucks from service.
- Operators shall always wear seatbelts.
- Avoid traveling with elevated loads.
- Assure that rollover protective structure is in place.
- Make certain that the reverse signal alarm is operational and audible above the surrounding noise level.

6K. Head Protection

Hazard: Serious head injuries can result from blows to the head.

Solution:

- Be sure that workers wear hard hats where there is a potential for objects falling from above, bumps to their heads from fixed objects, or accidental head contact with electrical hazards.

6. Best Safety rules – Get HELP ---- Don't keep Silent over a potential hazard.

- **Avoid risks !**
- **Speak Out! - Seek Help!**

6L. Personal Protective Equipment (PPE)

Eye and Face Protection

- Safety glasses or face shields are worn anytime work operations can cause foreign objects getting into the eye such as during welding, cutting, grinding, nailing (or when working with concrete and/or harmful chemicals or when exposed to flying particles).
- Eye and face protectors are selected based on anticipated hazards.
- Safety glasses or face shields are worn when exposed to any electrical hazards including work on energized electrical systems. Foot Protection
- Construction workers should wear work shoes or boots with slip-resistant and puncture-resistant soles.
- Safety-toed footwear is worn to prevent crushed toes when working around heavy equipment or falling objects.

Hand Protection

- Gloves should fit snugly.
- Workers wear the right gloves for the job (for example, heavy-duty rubber gloves for concrete work, welding gloves for welding, insulated gloves and sleeves when exposed to electrical hazards). **Head Protection**
- Workers shall wear hard hats where there is a potential for objects falling from above, bumps to their heads from fixed objects, or of accidental head contact with electrical hazards.
- Hard hats are routinely inspected for dents, cracks or deterioration.
- Hard hats are replaced after a heavy blow or electrical shock.
- Hard hats are maintained in good condition.

6M. Scaffolding

- Scaffolds should be set on sound footing.
- Damaged parts that affect the strength of the scaffold are taken out of service.
- Scaffolds are not altered.
- All scaffolds should be fully planked.
- Scaffolds are not moved horizontally while workers are on them unless they are designed to be mobile and workers have been trained in the proper procedures. Employees are not permitted to work on scaffolds when covered with snow, ice, or other slippery materials.
- Scaffolds are not erected or moved within 10 feet of power lines.
- Employees are not permitted to work on scaffolds in bad weather or high winds unless a competent person has determined that it is safe to do so.
- Ladders, boxes, barrels, buckets or other makeshift platforms are not used to raise work height.
- Extra material is not allowed to build up on scaffold platforms.
- Scaffolds should not be loaded with more weight than they were designed to support.

6N. Electrical Safety

- Work on new and existing energized (hot) electrical circuits is prohibited until all power is shut off and grounds are attached.
- An effective Lockout/Tagout system is in place.
- Frayed, damaged or worn electrical cords or cables are promptly replaced.
- All extension cords have grounding prongs.
- Protect flexible cords and cables from damage. Sharp corners and projections should be avoided.
- Use extension cord sets used with portable electric tools and appliances that are the three-wire type and designed for hard or extra-hard service. (Look for some of the following letters imprinted on the casing: S, ST, SO, STO.)
- All electrical tools and equipment are maintained in safe condition and checked regularly for defects and taken out of service if a defect is found.
- Do not bypass any protective system or device designed to protect employees from contact with electrical energy.
- Overhead electrical power lines are located and identified.
- Ensure that ladders, scaffolds, equipment or materials never come within 10 feet of electrical power lines.
- All electrical tools must be properly grounded unless they are of the double insulated type.
- Multiple plug adapters are prohibited.

6O. Elevated Surfaces

- Signs are posted, when appropriate, showing the elevated surface load capacity.
- Surfaces elevated more than 48 inches above the floor or ground have standard guardrails.
- All elevated surfaces (beneath which people or machinery could be exposed to falling objects) have standard 4-inch toeboards.
- A permanent means of entry and exit with handrails is provided to elevated storage and work surfaces.
- Material is piled, stacked or racked in a way that prevents it from tipping, falling, collapsing, rolling or spreading.

6P. Hazard Communication

A list of hazardous substances used in the workplace is maintained and readily available at the worksite.

- There is a written hazard communication program addressing Material Safety Data Sheets (MSDS), labeling and employee training.
- Each container of a hazardous substance (vats, bottles, storage tanks) is labeled with product identity and a hazard warning(s) (communicating the specific health hazards and physical hazards).
- Material Safety Data Sheets are readily available at all times for each hazardous substance used.
- There is an effective employee training program for hazardous substances. **6Q.**

Crane Safety

- Cranes and derricks are restricted from operating within 10 feet of any electrical power line.
- The upper rotating structure supporting the boom and materials being handled is provided with an electrical ground while working near energized transmitter towers.
- Rated load capacities, operating speed and instructions are posted and visible to the operator.
- Cranes are equipped with a load chart.
- The operator understands and uses the load chart.
- The operator can always determine the angle and length of the crane boom.
- Crane machinery and other rigging equipment is inspected daily prior to use to make sure that it is in good condition.
- Accessible areas within the crane's swing radius are barricaded.
- Tag lines are used to prevent dangerous swing or spin of materials when raised or lowered by a crane or derrick.
- Illustrations of hand signals to crane and derrick operators are posted on the job site.
- The signal person uses correct signals for the crane operator to follow.
- Crane outriggers are extended when required.
- Crane platforms and walkways have antiskid surfaces.

- Broken, worn or damaged wire rope is removed from service.
- Guardrails, hand holds and steps are provided for safe and easy access to and from all areas of the crane.
- Load testing reports/certifications are available.
- Tower crane mast bolts are properly torqued to the manufacturer's specifications.
- Overload limits are tested and correctly set.
- The maximum acceptable load and the last test results are posted on the crane.
- Initial and annual inspections of all hoisting and rigging equipment are performed and reports are maintained.
- Only properly trained and qualified operators are allowed to work with hoisting and rigging equipment.

6R. Forklifts

Forklift truck operators are competent to operate these vehicles safely as demonstrated by their successful completion of training and evaluation.

No employee under 18 years old is allowed to operate a forklift.

- Forklifts are inspected daily for proper condition of brakes, horns, steering, forks and tires.
- Written approval from the truck manufacturer is obtained for any modification or additions which affect capacity and safe operation of the vehicle.
- Capacity, operation and maintenance instruction plates, tags or decals are changed to indicate any modifications or additions to the vehicle.
- Battery charging is conducted in areas specifically designated for that purpose.
- Material handling equipment is provided for handling batteries, including conveyors, overhead hoists or equivalent devices.
- Reinstalled batteries are properly positioned and secured in the truck.
- Smoking is prohibited in battery charging areas.
- Precautions are taken to prevent open flames, sparks or electric arcs in battery charging areas.
- Refresher training is provided and an evaluation is conducted whenever a forklift operator has been observed operating the vehicle in an unsafe manner and when an operator is assigned to drive a different type of truck.
- Load and forks are fully lowered, controls neutralized, power shut off and brakes set when a powered industrial truck is left unattended.
- There is sufficient headroom for the forklift and operator under overhead installations, lights, pipes, sprinkler systems, etc.
- Overhead guards are in place to protect the operator against falling objects.
- Trucks are operated at a safe speed.
- All loads are kept stable, safely arranged and fit within the rated capacity of the truck.

7.0. ANNEXURES – PROJECT ADOPTED DOCUMENTS

Annex 1: CHEZ – AVIV Grievance Redress Mechanism/ Dispute Resolution System

Annex 2: CHEZ-AVIV (Adopted) training manual 1: Safety Handbook for Construction workers

Annex 3: CHEZ-AVIV (Adopted) training manual 2: Site Safety Handbook (Steve Bielby, London 2008)

8.0. DECLARATION

ENVIRONMENTAL, SOCIAL, HEALTH AND SAFETY (ESHS) CODE OF CONDUCT

CHEZ AVIV NIGERIA LIMITED hereby declares as follows:

- a. That the Company understands the Environmental, Social, Health and Safety requirements of the project.
- b. That the Company and her staff shall be sensitive to all issues relating there to.
- c. That the firm takes absolute responsibility for the actions and inactions of her staff in any matter relating to non-observance of the Environmental, Social, Health and Safety obligations and plans set out in this document.
- d. Take full responsibility for accidents and fatalities resulting from actions and inactions of her staff during the course of this operation.
- e. Take full responsibility for social misconducts and its consequences resulting from actions and inactions of her staff during the course of this operation
- f. That the Company shall measure adequate disciplinary action including dismissal to any Staff that fails to comply with this code of conduct.
- g. That the company shall respect the culture, tradition, religion, custom and ceremonies of the host community and will desist from actions that will offend the people's belief system.
- h. That the firm will not engage in acts that may be considered financially inappropriate.
- i. That the firm in line with the ESHS reporting obligations, report in full and in reasonable time any breach of these implementation plans to the client without delay.
- j. That this Code of conduct and management plan shall be discussed with



CHEZ AVIV NIGERIA LIMITED

ALL STAFF, SUB CONTRACTORS AND ASSOCIATES of CHEZ – AVIV NIGERIA LIMITED who shall at any point temporarily or permanently be assigned to task on the project.

SIGNATURE AND OFFICIAL STAMP

Engr. Frank Nnaji
AUTHORISED SIGNATURE