



In line with the principles of Enhanced HSE management (EHSEM), “The HSE Reward / Sanction (Incentives) Policy” shall be used as a tool of motivation for continuous enhancement of the HSE performance of all workers.

CATEGORIZATION:

There shall be incentives in the following categories.

- **End of the year HSE award.**
- **Quarterly HSE bonus.**
- **M.D’s Award for the best “HSE” conscious worker of the year.**
- **Project Manager’s Award for the best HSE conscious driver/operator of the year.**

REWARD TYPE:

Incentives shall be in award, (*CERTIFICATES, GIFTS etc.*) and monetary gift to be determined by the management.

SANCTIONS:

Consequence management shall be applied where staff errs in HSE issues. Warnings shall be issued on first and second violations, but if any further repetition of such an offence is reported, this will lead to summarily dismissal.

SELECTION:

Selection process shall be made by the central safety committee after the pre-selection exercise by the sponsor department /unit.

This policy shall be subject to review in line with the dictates of time.

Signed for and on behalf of the Management.