

SEEPCO is unwavering in its commitment to operational excellence guided by the principles of Health, Security, Safety, Environment, Fire, and Social Performance (HSSEF-SP). These six pillars are fully integrated into our core business strategy to ensure the well-being of our people, protection of assets, responsible stewardship of the environment, and the promotion of sustainable community development. This report outlines our efforts, programmes, and impacts across each pillar and reflects our ongoing dedication to transparency, safety, and sustainability across operations.

Health

At SEEPCO, we consider health an essential foundation of operational efficiency and long-term success. We are committed to creating a safe, supportive, and health-conscious work environment where all employees thrive. Our holistic health strategy includes:

- **Occupational Health:**

We implement structured health surveillance programmes, including pre-employment and periodic medical assessments, ergonomic evaluations, and audiometric and respiratory function tests. These initiatives ensure our workforce remains healthy, fit for duty, and supported across their entire employee lifecycle.

- **Wellness & Preventive Care:**

We proactively promote employee wellness through integrated health campaigns, including biometric screenings, stress management sessions, nutrition and fitness education, and digital access to health experts. We believe in not just preventing illness but empowering employees to live healthier lives.

- **Medical Emergency Preparedness:**

Every SEEPCO site is equipped with modern medical infrastructure, including trained emergency responders, first-aid stations, and AEDs. Emergency response plans are routinely tested with multi-scenario drills to ensure preparedness and rapid intervention capabilities.

- **Pandemic Preparedness and Response:**

In light of global health challenges, SEEPCO has developed robust pandemic response plans. These include protocols for remote work, health screenings, provision of personal

protective equipment (PPE), and vaccination drives to protect our workforce and maintain business continuity. These measures are regularly updated based on guidance from international and national health authorities.

Security

SEPCO recognises that strong security management is essential for safe and uninterrupted operations. Our integrated security approach ensures business continuity, employee safety, and asset protection.

- **Risk Intelligence & Mitigation:**

We apply a risk-based approach to security that incorporates geospatial mapping, community intelligence, and predictive analytics to mitigate emerging threats. Regular threat assessments guide customised security strategies across sites.

- **Integrated Technologies:**

Our facilities are protected with layered security, including biometric access systems, high-resolution CCTV surveillance, motion detectors, and geofencing. Cybersecurity protocols ensure robust protection of our digital infrastructure.

- **Stakeholder Collaboration:**

We work closely with law enforcement agencies, host communities, and private security partners to create secure operational environments. Our community liaison model ensures mutual understanding and shared responsibility.

- **Awareness & Training:**

All personnel undergo extensive security training, including travel risk awareness, conflict de-escalation, digital safety, and site-specific emergency protocols. We also simulate realistic scenarios to reinforce readiness and vigilance.

Safety

At SEEPCO, safety is not only a value – it is embedded into everything we do. Our vision is to maintain a zero-harm workplace by instilling a safety-first mindset and robust operational controls.

- **Process Safety:**

We apply global safety tools such as HAZOP, SIL, and Bowtie Analysis to identify and manage high-consequence risks. All assets undergo risk quantification and barrier verification to ensure safe operation throughout their lifecycle.

- **Behavior-Based Safety (BBS):**

We foster a proactive safety culture where every employee is empowered to act. Our programmes include peer observations, safety coaching, safety dialogues, and stop-work authority to address unsafe conditions before they escalate.

- **Incident Management:**

We have deployed a digital incident reporting platform to streamline data collection, root cause analysis, and corrective actions. Lessons learnt are translated into practice through site-wide communications and retraining where necessary.

- **Contractor Safety:**

All contractors undergo rigorous prequalification, onboarding, and training aligned with SEEPCO's safety standards. Regular joint audits and safety workshops ensure alignment and continuous improvement.

- **International Standards Compliance:**

SEEPCO's safety framework is aligned with ISO 45001:2018, promoting a structured and continuous improvement approach to hazard identification, risk mitigation, and worker participation.

Environment

Environmental responsibility is a core pillar of SEEPCO's operational philosophy. We are dedicated to minimising our environmental footprint through innovation, efficiency, and stewardship. SEEPCO views environmental protection not just as compliance but as an

ethical imperative to future generations. We go beyond regulatory requirements to integrate sustainability into daily operations.

- **Carbon & Emissions Management:**

We leverage energy efficiency, flare reduction, and emissions tracking to reduce our carbon footprint. Real-time monitoring systems are deployed to manage emissions, and pilot programs are underway for carbon capture and alternative energy integration.

- **Waste & Resource Management:**

Our waste management system emphasises segregation, reduction, reuse, and safe disposal. Hazardous and non-hazardous waste streams are tracked and audited. We collaborate with licensed vendors to promote circular economy practices.

- **Water Stewardship:**

SEPCO is committed to efficient water usage, with strategies such as zero-discharge systems, stormwater harvesting, and water recycling facilities. Discharges are regularly tested to meet or exceed environmental standards.

- **Biodiversity Protection:**

Environmental impact assessments guide our projects from the outset. We actively monitor flora, fauna, and ecosystems and adopt buffer zones and adaptive mitigation plans to conserve biodiversity in sensitive regions.

Fire

SEPCO treats fire safety as a high-priority risk management area requiring precision, planning, and continuous readiness. Our fire protection systems meet international benchmarks. Fire prevention and response are strategically managed to safeguard life, assets, and continuity of operations. SEPCO maintains a fire risk management framework aligned with NFPA codes and ISO 45001 standards.

- **Fire Risk Assessment:**

We conduct structured fire risk assessments across facilities using industry frameworks. This includes identifying ignition sources, assessing fire loads, reviewing escape routes, and evaluating response capacity.

- **Prevention & Detection Systems:**

Fire detection and suppression technologies including flame and heat sensors, foam systems, gas-based extinguishers, and automatic alarms are integrated across operational zones. Passive protection such as fireproof coatings and compartmentalisation is also implemented.

- **Fire Response Capability:**

SEPCO maintains well-trained Emergency Response Teams with access to modern firefighting equipment, including fire tenders, PPE, and fixed extinguishing systems. Our teams perform routine fire drills and joint exercises with external responders.

- **Design & Compliance:**

Fire safety is incorporated into engineering design per NFPA codes and ISO 45001. All fire safety systems are subject to regular audits and recertification.

- **Community Awareness:**

Community engagement initiatives include open forums, evacuation drills, and educational programs on fire safety. These efforts build community preparedness and foster trust.

Social Performance

Our social performance strategy focuses on creating shared value, empowering communities, and operating with respect and inclusivity.

- **Inclusive Stakeholder Engagement:**

SEPCO engages with host communities through participatory planning, townhalls, and structured consultations. Our local liaison officers facilitate transparent communication and feedback.

- **Local Employment & Capacity Building:**

We support local job creation, provide technical and entrepreneurial training, and invest in capacity-building programs for youth and women. Our procurement strategy prioritises local suppliers.

- **Social Investment:**

Our community development projects include clean water infrastructure, school upgrades, healthcare services, and skills training centres. Projects are selected based on community input and long-term impact analysis.

- **Human Rights & Cultural Respect:**

SEPCO upholds human rights in alignment with the UN Guiding Principles, ensuring that all operational practices respect the dignity, rights, and cultural values of individuals and communities. We perform social risk mapping and conduct human rights training for frontline and security staff.

- **Grievance Mechanisms:**

We provide accessible, culturally appropriate grievance channels supported by trained local officers and digital systems for tracking resolution timelines and outcomes.

Embedding HSSEF-SP in our Culture

HSSEF-SP is more than a compliance requirement – it is embedded in SEPCO's DNA

- **Leadership Commitment:**

Our leaders regularly engage with frontline staff, participate in HSSEF reviews, and set performance objectives tied to safety and sustainability metrics.

- **Empowered Workforce:**

Employees are trained, involved in safety innovation, and rewarded for exemplary HSSEF behaviour. Internal campaigns and learning sessions reinforce best practices.

- **Innovation & Technology:**

We harness data analytics, smart sensors, remote inspection tools, and digital twins to optimise HSSEF performance and predict potential risks.

- **Governance & Transparency:**

Our performance is audited, benchmarked against international frameworks like GRI and SASB, and communicated through internal dashboards and external reports.

Conclusion

SEPCO's HSSEF-SP framework is more than a set of standards. It is a reflection of our core belief that business success must be built on integrity, care for people, respect for the environment, and inclusive growth.

We are building a company that is safe by design, resilient by culture, sustainable by intention, and accountable by action. By embedding Health, Security, Safety, Environment, Fire, and Social Performance into every layer of our operations, we are not only protecting today, but we are also securing tomorrow. With continuous learning, innovation, and community partnership at the heart of our journey, we remain committed to a future where progress is responsible, and success comes naturally for our people, our planet, and all those we serve.