

3.1 Statement of intent: Health, Safety and Environment (HSE) Policy

Nigerdock FZE Snake Island integrated Free Zone Occupational Health Safety and Environment management system is established to fulfill legal and other requirements and conforms to the requirement of the ISO 45001:2018 Standard.

The requirements of the Nigerdock HSE management system has been integrated into its business processes which include engineering, ship repairs, docking and undocking, fabrication and construction, pressure vessels, processes and plant equipment for oil and gas industry cargo handling, warehousing, marine and offshore logistics services.

Nigerdock shall plan and execute its operation in such a way as to:

Ensure physical protection (Health and Safety) of its employees, clients, visitors, contractors and any third party that could be affected by its operation;

Nigerdock shall ensure and be committed to provide safe and healthy working conditions for the prevention of work-related injury and ill health and as appropriate to the purpose, size and context of the organization and to the specific nature of its OH&S risks and OH&S opportunities;

Nigerdock shall provide adequate framework for setting the OH&S objectives and commitment to eliminating hazards and reduce OH&S risks;

Ensure good community relations and liaison, assisting where it can to make life more meaningful and comfortable to the inhabitants of the communities;

Ensure continuous attention to all environmental matters, related to the activities performed, in order to prevent any possible environmental damage;

Ensure the security of life and properties of its employees, those of contractors, visitors and members of the public who visit our premises for whatever reason;

Nigerdock shall continually monitor its organizational, executive and technological effort for improvement of all aspects regarding the OH&S management system;

Maintain a high level of Safety standard in the company contributing to the quality of its image;

Ensure every employee is empowered to act in matters of Health, Safety, Environment and Protection and be committed to fulfil legal requirements and other requirements with commitment to consultation and participation of workers, and, where they exist, workers' representatives.

Nigerdock further undertakes to:

Make employees aware of the integration of Health, Safety and Environmental matters in all work procedures provide the necessary equipment and training in order to reach its stated objectives.

Nigerdock is committed to providing visible leadership, direction and support in addition to ensuring adequate resources are available to achieve its objectives and comply with this policy.



Maher Jarmakani
ACTING MANAGING DIRECTOR

3.2 Statement of intent: Health Policy

Nigerdock shall formulate, promote and enforce guidelines and procedures aimed at ensuring a healthy workforce and shall periodically review and update them to conform and be consistent with acceptable practice and be compliance with the laws of the Federal Republic of Nigeria.

Nigerdock shall uphold, respect and comply with all relevant guidelines and regulations of government, its agencies and client's policies aimed at ensuring that the health of its workforce is protected and preserved.

Nigerdock shall support and contribute to local and international efforts aimed towards enhancement and improvement of existing norms, standards and codes as they apply to employees' health.

Nigerdock shall allocate necessary resources to ensure that facilities required for employees healthy living are functionally and adequately in place and that all employees are trained and informed on their individual and collective roles in achieving the corporate goals of a healthy workforce.

Whenever an employee falls sick, Nigerdock shall ensure prompt medical attention is administered as effectively and as reasonably practicable.



Maher Jarmakani
ACTING MANAGING DIRECTOR

3.3 Statement of intent: Occupational Health & Safety (OH&S) Policy

Nigerdock is dedicated to providing the organization, resources, direction, support and commitment to establish and execute a management system as described in the HSE manual that is documented, implemented and maintained.

Nigerdock shall perform according to the applicable codes, standards and jurisdictional OH&S regulation and will endeavor to conduct all its operations in a socially responsible and ethical manner giving first consideration at all times to the safety of persons and properties that may be affected by its activities while recognizing that safety and efficiency of its operations are inseparable.

Nigerdock's goal is to ensure that its safety record is amongst the best internationally and that it's committed to continually improving Health and Safety performance. To this end, Nigerdock shall enforce strictly all national and international safety rules and regulation relevant in its operation.

The OH&S policy is communicated to all employees in their personal contracts with the intent that employees are made aware of their individual obligations. Nigerdock also undertakes safety induction for all its employees, contractors and where necessary clients in order; to educate them on how to work safely while on Nigerdock premises.

A functional Health, Safety and Environment (HSE) department is established by Nigerdock with the responsibility for ensuring that all persons working on the Nigerdock premises comply strictly with its safety while on Nigerdock premises.

HSE management meeting are held regularly in order to review continuing suitability, adequately and effectiveness of the OH&S system and ensures management is advised accordingly.

Nigerdock is cognisant that by its location in a marine environment accessible only by water, its employees must be very safety conscious. Safety offences are therefore treated very seriously.

In line with the Nigerdock commitment towards continual improvement, and in addition to the specified audits, data collection and review, clients and subcontractors; all employees are encouraged to recommend changes as one of the means in assisting such continual improvement.



Maher Jarmakani

ACTING MANAGING DIRECTOR

3.4 Statement of intent: Environment Policy

Nigerdock's Environmental policy is to formulate and implement procedures which avoid adverse impact on the environment, including prevention of pollution and to mitigate those impacts which are unavoidable. This policy also strives to conserve and enhance the resources of our environment for the present generation without compromising the needs of future generation whenever possible.

Nigerdock undertake to:

- Comply with all applicable Nigerian national environmental laws and regulations.
- Maintain a self-monitoring programme to ensure continued compliance to its environmental obligations. Nigerdock shall carry out periodic review of its environmental performance; report on progress at least once a year and take action(s) needed to correct any non-compliance.
- Assume that the expense of environment protection is a legitimate cost of conducting business in a modern society.
- Achieve environmental protection by employing the best control mechanisms, processes and procedures, which have been proven technically sound, economically feasible and environmentally sustainable.
- Train its employees to be aware of the impact of their assignments on environment and to assume responsibility for environmental protection at their level.
- Endeavor to be a leader in improving environmental quality by minimizing waste and emissions, re-using and recycling materials, reducing the use of natural resources, and promoting efforts to prevent pollution throughout the company.
- Minimize risk and protect its employees and other interested parties within the influence of its operations by adopting pollution prevention practices as well as being prepared for emergencies.
- Report any spills or other non-conformances within the mandated time periods.
- Promote the sharing of information on our commitment to environmental performance improvement with all persons working for or on behalf of Nigerdock including our vendors, customers and external stakeholders.
- Seek and promote initiatives that ensure continual improvement of its environmental management system. Nigerdock's environmental philosophy is explicit; no task will be undertaken unless it can be accomplished in an environmentally sound manner and in compliance with all applicable rules and regulations.
- Ensure that the compromise of environmental laws during Nigerdock or sub-contractor operations will not be tolerated. It is expected that all companies and sub-contractor's employees will actively support this environmental policy and accept environmental protection as an integral part of their responsibility.
- Communicate this policy and ensure adherence by all employee, subcontractors and all interested parties.



Maher Jarmakani
ACTING MANAGING DIRECTOR

	Document Number: ND-HS-00-POL-0005	Revision: 11	
	Title: Drug and Alcohol Policy	Status: AFU	

3.5 Statement of intent: Drug and Alcohol Policy

Nigerdock is committed to zero tolerance for drug and alcohol abuse in line with the company policy ND-HR-00-POL-0011. Under this policy, alcohol impairment shall be defined as a blood – alcohol content of 40mg of alcohol per 100ml of blood or greater..

Nigerdock employees, contractor and subcontractor personnel may be subject to Drug / Alcohol testing and screening at random and without warning in addition to routine medical examinations.

An objective of this policy is that the frequency of the random/unannounced testing shall be adequate to act as a deterrent and that all employees be tested a minimum of once yearly through either random testing, pre-employment or routine medical examination.

It is understood that an actual impairment or any test finding of impairment shall not in itself mean that Nigerdock has failed to exercise due diligence.

Nigerdock acknowledges the importance of non-alcohol /drug abuse in the safety and efficiency of its operations, therefore compliance with this policy forms an integral part of all daily activities.

Employees requiring medication that may alter their alertness are expected to declare taking such prescription medications to their immediate line managers and medical team who will advise on any adverse effect and limitation that the medication may have on the ability of the individual to perform his/ her duties.

Nigerdock may conduct unannounced searches for drugs and alcohol, on employees and shall confiscate such drugs and alcohol found on Nigerdock’s property.

In addition, Nigerdock affirms that any Client imposed drug and alcohol policies shall be complied with in full.



Maher Jarmakani
ACTING MANAGING DIRECTOR

3.6 Statement of intent: Journey Management Policy

Nigerdock's policy objective is to ensure that at the end of each and every day anyone directly or indirectly associated with its activities is able to return home safely.

Nigerdock recognizes that its business activities require the movement of persons and materials by land and by water.

The task of ensuring that all trips are safely and conclusively closed out is therefore paramount to Nigerdock's corporate objectives.

Consequently:

Nigerdock shall formulate, promote and enforce specific guidelines and procedures aimed at ensuring good journey management system as it applies to all applicable modes of transportation for both daylight and night time travels and shall periodically review and update same to conform and be consistent with acceptable practices.

Nigerdock shall uphold, respect and comply with all relevant guidelines and regulations of government, its agencies and client's policies aimed at ensuring that life and property on transit are protected and preserved.

Nigerdock shall support and contribute to local and international efforts aimed towards enhancement and improvement of existing norms, standards and codes as they apply to journey management.



Maher Jarmakani
ACTING MANAGING DIRECTOR

3.7 Statement of intent: Smoking Policy

A smoke-free law has been enacted by the Federal Government of Nigeria. To comply and to maintain a work- life balance, Nigerdock is committed to implement a smoking policy in compliance with local and international regulations.

Nigerdock recognizes smoking, as a health hazard, and actively discourage its employees from indulging. The smoking of cigarettes, cigars, pipes, e-cigarette, or Vape is forbidden in all of Nigerdock's common areas including; sites, offices, public space areas, shore club (bar, TV room lounge), all company restaurants, clinic , vehicles and in accommodation, except in clearly marked designated smoking areas.

All contractors and sub-contractors must comply with this policy. **Smoking is ONLY allowed in designated smoking areas.** The duty of Nigerdock (Owner) is to ensure that approved "No Smoking" signs are displayed conspicuously at each entrance and in prominent locations. The occupiers shall take reasonable steps to ensure compliance with this requirement.

Statistics on cumulative effects of smoking show that second-hand smokers face tougher health challenges, than actual smokers as second hand smoke contains hundreds of toxic chemicals including arsenic ammonia, hydrogen cyanide, formaldehyde, benzene, and vinyl chloride known to cause cancer, coronary heart disease, and respiratory problems.

This is also known as environmental tobacco smoke (ETS). Environmental tobacco smoke hangs around in the air for hours after the cigarette has been extinguished, and causes many health complications.

Smoking in the presence of a child under the age of 18 years is an offence under the law and such a person who smokes in the presence of a child shall be liable on conviction to a fine or imprisonment for a term of one [1] month or both.

Smoking can cause premature death in children and adults who do not smoke, and it is believed to cause about 5 million lung cancer deaths and 600,000 premature deaths in adult non-smokers worldwide each year.

All employees are empowered to stop, correct, and report anyone violating this policy to HSE team and Human Resources for appropriate disciplinary actions.



Maher Jarmakani
ACTING MANAGING DIRECTOR

3.8 Statement of intent: Mandatory Use of Crash Helmets Policy

As part of the overall Health and Safety policy, Nigerdock is committed to reducing the risks which its employees face and create when driving/riding for work and /or leisure purposes. The law in the Federal Republic of Nigeria requires motorcycle riders and their passengers to wear crash helmets.

Experience has shown that wearing correctly-fitted, well-designed helmets significantly reduces head injuries resulting from road traffic accidents.

Helmeted riders and passengers showed significantly lower head and neck injury for all types of injury, at all levels of injury severity.

It is mandatory to always wear an appropriate crash helmet and make sure your passenger does too. "Improvised Helmets" offers no protection to the user and are banned in Nigerdock/ Snake Island Integrated Free Zone (SIIFZ). Personnel, who have purchased their own personal motorcycles for use on SIIFZ, shall procure an authorized crash helmet for use on SIIFZ.

As with all safety legislation, it is important that enforcement of the law is coupled with ongoing awareness and education activities that emphasise the benefits that the new measures will bring.

Crash helmets shall be issued by Nigerdock to riders of company owned motorcycles and shall remain the property of the company and will be released as directed by line management on leaving SIIFZ, it shall be returned to the warehouse. If lost or stolen the cost will be reimbursed to Nigerdock.

Anyone who rides on a motorcycle without a helmet, contravenes this policy as such is guilty of an offence and will be subject to disciplinary action.



Maher Jarmakani
ACTING MANAGING DIRECTOR

3.9 Statement of intent: Use of mobile phone whilst driving policy

As part of our overall health and safety policy, Nigerdock is committed to reducing the risks which our employees face and create when driving at the workplace. All employees, contractors, subcontractors, clients and visitors are required to conform in full, whether they use company motorcycles, vehicles, forklifts, and cranes cherry pickers, owned or hired vehicles.

Whilst driving, employees are not to make or receive calls or read/reply text messages on a mobile phone, whether hand-held or hands-free. The negative effect of operating mobile phones while driving at the same time could lead to physical, visual and auditory distraction due to divided attention (cognitive distraction) which often leads to serious and fatal accidents.

There are local and international laws that prohibit motorists against use of mobile phones while driving due to the risk of crashes from distractions and this law applies in Nigerdock. Persistent failure to comply may result in disciplinary action.

Responsibilities of all employees, contractors, subcontractors, clients, visitors:

- Lead by example, both in the way they drive themselves and by not tolerating poor driving practice among colleagues.
- They are not to make or receive calls or read/reply text messages on a mobile phone (whether hand-held or hands-free) while driving.
- Employees plan journeys to include rest stops which also provide opportunities to check text messages and return calls.
- Work practices do not pressurize employees to use a mobile phone while driving. If it becomes necessary to make/ receive calls, they should clear and safely park their vehicles before doing so.
- Challenge unsafe attitude and behaviours, encourage employees to drive safely.

Company also encourages employees to comply with this policy while driving their personal vehicles.



Maher Jarmakani

ACTING MANAGING DIRECTOR

3.10 Statement of intent: Use of car seat belts policy

As part of our overall health and safety policy, Nigerdock is committed to reducing the risks which our employees face and create when driving for business or leisure purposes. All employees are required to play their part, in the use of seat belts whether they use a company vehicle, their own or a hired vehicle.

Safety belts are the most effective means of saving lives and reducing serious injuries in traffic crashes. Not only are they part of Nigeria Law, but also a mandatory requirement of Nigerdock.

A seatbelt, sometimes called a safety belt, is a safety harness designed to secure the occupant of a vehicle and afford a high level of protection against harmful movement that may result from a collision or a sudden stop.

Employees who use Company vehicles or their personal cars shall ensure the following procedures are followed:

- Seat belts must be used at all times in both front and back seat of cars.
- A seat belt shall be used in the correct way in order to work properly, it should not be twisted, and it needs to be as close to the body as possible, it needs to be adjusted so that the lap belt goes as low as possible over the hips and it does not ride up over the stomach.
- It is very important that the shoulder belt lies across the chest and over the shoulder away from the neck, the belt must not go under the arm because in the event of a crash the could result in serious injury.
- Do not leave any belt slack – it can only do its job properly in a crash if it starts off close to the user’s body. Lap belts in the rear (and other non-automatic belts) need to be adjusted manually for a snug fit as low as possible over the hips.
- Never put an adult seat belt around two people, whether adults or children, the seat belt will not do its job properly and in a crash the people would be crushed together resulting in serious injuries.
- If a driver needs the seat pushed forward in order to reach the pedals, then slightly reclining the back of the seat may give sufficient space to sit back from the steering wheel and any air-bag. However, do not recline the seat too far, because in the event of a crash, the seat belt may not stop the driver sliding forward and under the belt resulting in very serious injuries.
- Secure your children’s safety: children who have outgrown their mandatory child car seats (under 12 years of age or below 5 feet) still may not be tall enough to wear a seat belt as it may cross their neck or face. A correct fit can be achieved by raising the child up via a special car booster seat. Children who are very young should never be allowed to ride in the front seat unless it is fitted with an approved rear facing safety seat. Children must at all times be secured in either a proprietary child seat or booster seat.



Maher Jarmakani
ACTING MANAGING DIRECTOR

3.11 Statement of intent: Use of lifejackets policy

As part of our overall health and safety policy, Nigerdock is committed to reducing the risks which our employees, clients and general passengers could face whilst using the Company operated passenger ferry, vehicular ferry and other fast craft. All passengers are required to abide by this policy whilst using Nigerdock ferries and fast craft.

Given the circumstances in which people may find themselves in the water, being in the water without time to don a lifejacket, it makes sense to wear one all of the time. A lifejacket will keep you afloat with your head facing up, long enough for the emergency response services to affect a rescue.

- Employees, clients, contractors, general passengers are mandated to always don lifejackets approved by Nigerdock while boarding Nigerdock ferries and fast crafts.
- Always wear a lifejacket correctly, make sure that it fits comfortably over your normal clothes and is fully adjustable. Spend time to adjust the waist straps so that you can place your fist between the buckle and yourself with no other gaps. If there is too big a gap, the lifejacket will be loose when in the water; too small a gap and it may be uncomfortable.
- Children travelling to or from Snake Island by car that are authorised to travel on the vehicular ferry, shall be accompanied by an adult and ensuring that the children and adults wear appropriate lifejackets.
- Anyone not using the required lifejackets will be stopped and denied access.
- All personnel at two (2) meters to the quay side or working over or adjacent water shall use as a mandatory requirement appropriate Personal Floating Devices (PFDs).
- Everyone is empowered to enforce a stop work authority if they observe personnel working above or adjacent water without using the required PFDs.

Ferry/fast craft operators and attending crew shall:

- Lead by example, by wearing life jackets and ensuring that ALL passengers don a life jacket as soon as they board the vehicular ferry, (fast craft passengers shall don a life jacket prior to boarding the craft). Craft can only depart jetty only when crew men have satisfied themselves that all passengers are wearing life jackets.
- Passengers using "ND Express" type of ferries are not required to don lifejackets, as these vessels have fully enclosed passenger areas. However, life jackets shall be made readily available for immediate use in the event of an emergency.
- All ferry crew shall instruct and assist all passengers who are not familiar with wearing life jackets.
- For other non-ferry transfers, (fast craft passengers), the crew shall ensure the passengers disembark the craft and remove their jackets once safety on the quayside.
- Vessel operator are responsible for ensuring that all life jackets are maintained; "fit for purpose", stowed after use in designated racks and removed from service if damaged.



Maher Jarmakani

ACTING MANAGING DIRECTOR

3.12 Statement of intent: Road policy

As part of our overall Health and Safety policy, Nigerdock is committed to reducing the risks which our employees, clients, suppliers and visitors may face whilst using the road infrastructure.

In particular this policy deals with safe practices, road usage and the posted speed limits.

Personnel, including 3rd party vendors and visitors who use vehicles, (of any sort) or motorcycles and bicycles shall ensure the following procedures are followed:

- The speed limit for any form of transport, mechanical or otherwise using the general road network is **20 kilometers per hour**.
- The speed limit for the housing estate, all industrial work areas and service quays shall be **10 kilometres per hour**.
- Road traffic users will follow the Nigerian Road Traffic Act which states all traffic shall drive on the right hand side of the road.
- Pedestrians should, wherever practicable ensure that they walk on the side of the road facing approaching traffic, i.e. the left hand side of the road.
- All road users shall approach corners and road junctions with care; by slowing down and ensuring that no other road traffic approaching from the side. Main road users have priority over any vehicle approaching a junction.
- The practice of cutting corners by any driver is prohibited.
- In the case of long vehicles, (tractor/trailers, etc.) the drivers shall ensure that the junction or corner is clear of other traffic and pedestrians before negotiating it.
- The practice of riding bicycle or motorcycles across grass, as a short cut, is totally discouraged as it harms the natural environment of the Island; all vehicles should drive on the designated roads only; wherever practicable.
- The use of vehicles which are in an unsafe condition may result in the vehicles being quarantined or refused access into the Snake Island Integrated Free Zone until they have been certified fit for purpose.
- All persons who have a Nigerdock procured motorcycles/ bicycles must register same with the Works and Facilities department.
- The riding of bicycle / motorcycles through work areas including workshops is prohibited; violators may have their bicycles/motorcycles confiscated, if persistently found violating this policy.



Maher Jarmakani

ACTING MANAGING DIRECTOR

	Document Number: ND-HS-00-POL-0013	Revision: 11	
	Title: Personal Protective Equipment Policy	Status: AFU	

3.13 Personal Protective Equipment Policy

Nigerdock recognizes the fact that while other risk control measures are in force, workers are still exposed to workplace hazards and the need to minimise these exposures by ensuring appropriate and the correct levels of Personal Protective Equipment (PPE) are provided and worn at all times either in the office environment or out in the field.

PPE is equipment worn by individuals to protect them from possible exposure to certain risks that cannot be otherwise controlled. This includes mandatory PPEs such as; protective eye wear, foot wear, long sleeve protective clothing and hard hats. Other PPEs specific for particular environments and tasks are subject to risk assessment and Toolbox talks which comprises of; hand gloves, hearing protection, fall arrest protection etc.

Nigerdock is legally responsible for providing its employees with appropriate PPE for their job tasks and replacing damaged PPE at no cost to the employee. While Nigerdock is not responsible for providing PPEs for contractors, subcontractors, we shall ensure that suitable PPEs are provided and worn on our sites.

Supervisors are responsible for ensuring that employees under their watch are wearing or have the appropriate PPEs for work.

Employees are responsible for maintaining their PPEs in good working condition, inspecting and wearing their PPEs as they have been trained. They are to inform their supervisor when repairs or replacement is required.

PPE risk assessment shall form part of the overall task assessment including the prohibition of use of jewelries and ornaments for field personnel as they are likely to contribute to injuries on site.

Employees including contractors and subcontractors who persistently violate the PPE policy shall be subject to disciplinary actions and removed from site.



Maher Jarmakani
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	Document Number: ND-HS-00-POL-0014	Revision: 11	
	Title: Stop Work Authority Policy	Status: AFU	

3.14 Stop Work Authority Policy

It is the Health, Safety and Environment policy of Nigerdock to maintain safe and secure work place where the protection of personnel, property and environment is accorded first priority, hence, all Nigerdock employees have the authority and obligation to stop any task or operation where concerns or questions regarding the control of Health, Safety and Environmental risks exist.

The Stop Work Authority policy involves a **STOP, Notify, Correct and Resume** approach for the resolution of perceived unsafe condition, act, error, omission or lack of understanding that could result in an undesirable event.

When an unsafe condition is identified the Stop Work Authority Intervention will be initiated and coordinated through the supervisor in a positive manner, who will notify all affected personnel of the Stop Work issue, correct the issue and resume work when safe to do so.

Any work that has ceased following a Stop Work Authority shall not be resumed until all safety aspects are verified to the satisfaction of the employee who initiated or is responsible for the initiation of the Stop Work Authority at the first instance.

All Stop Work Authority shall be documented, reviewed by supervisors in order to measure participation and determine the quality of intervention, identify opportunity for improvement and facilitate sharing of lessons learnt.

All employees are responsible for initiating a Stop Work Intervention when warranted and the Company is responsible to create a culture where Stop Work Authority is exercised freely.

Supervisors are responsible to ensure a culture is created where stop work authority is exercised and honoured without any form of retribution or intimidation to resolve issues and recognize proactive participation.

Nigerdock has established and supports clear expectation to exercise Stop Work Authority, create a culture where it is exercised freely and hold those accountable that choose not to comply with the Stop Work Authority policy.



Maher Jarmakani
ACTING MANAGING DIRECTOR

ND NIGERDOCK	Document Number: ND-QA-00-MAN-0001-A3	Revision: 09	SIIFZ SNAKE ISLAND INTEGRATED FREE ZONE
	Title: Quality Policy Statement	Status: AFU	

Nigerdock FZE, snake island integrated free zone Apapa, is committed to providing leadership, organization and resources to establish and execute a Quality Management System in line with the requirements of ISO 9001:2015 standard.

Nigerdock has ensured the integration of all requirements of the established Quality Management System into its business processes which include engineering, procurement, ship repairs, docking and undocking, fabrication and construction, pressure vessels, process and plant equipment for the oil and gas industry, cargo handling, marine and offshore logistics services, warehousing, bunkering and de-bunkering of water and oil and gas products.

Nigerdock is committed to enhancing customer satisfaction through the effective application of our Quality Management System, cooperation, motivation and effective collaboration with all our interested parties. This will ensure consistency of approach, continual improvement and confidence/trust in our processes to deliver products and services to requirements

Nigerdock promotes the engagement of all its employees to understand their collective responsibility in the implementation of the quality management system in achieving its goal of continually delivering work that meets and exceeds client's expectations and satisfying all statutory and regulatory requirements in all of its operations.

Nigerdock is committed to achieving zero re-work in our product and service provision. Therefore, we regard the quality of work, product and service delivery, as one of the primary responsibility of all company employees. Also, various process objectives shall be reviewed periodically, and aligned along the axis of the Quality Management System principles. These principles are:

- Customer focus
- Leadership
- Engagement of people
- Process approach
- Improvement
- Evidence-based decision making
- Relationship management

All employees are hereby instructed to comply with and implement the requirements of this Quality Policy, the Quality Manual and its associated procedures and instructions which are relative to their respective scope of work.



Maher Jarmakani
ACTING MANAGING DIRECTOR

	Document Number: ND-QA-00-MAN-0001-A3	Revision: 09	
	Title: Quality Policy Statement	Status: AFU	

Nigerdock FZE, snake island integrated free zone Apapa, is committed to providing leadership, organization and resources to establish and execute a Quality Management System in line with the requirements of ISO 9001:2015 standard.

Nigerdock has ensured the integration of all requirements of the established Quality Management System into its business processes which include engineering, procurement, ship repairs, docking and undocking, fabrication and construction, pressure vessels, process and plant equipment for the oil and gas industry, cargo handling, marine and offshore logistics services, warehousing, bunkering and de-bunkering of water and oil and gas products.

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