



HEALTH AND SAFETY ANNUAL REPORT- 2024



RAS GIRTAS POWER COMPANY

HEALTH & SAFETY ANNUAL REPORT 2024



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1. 2024 – Year at a Glance

2024 - Year at a Glance



2. Message from CEO



Abdul Majeed Alreyahi
The Chief Executive Officer

At Ras Girtas Power Company (RGPC), safety is more than a priority- it is a core value that defines the way we work. As we reflect on 2024, I am proud to highlight our continued commitment to occupational health and safety (OHS), which remains fundamental to our operations and long-term success.

This year, we achieved a significant milestone of 22 million man-hours without a Lost Time Injury (LTI), a testament to our relentless pursuit of safety excellence. Through continuous improvement initiatives, proactive risk management, and enhanced safety leadership, we have strengthened our culture of safety and accountability.

Key achievements in 2024 include:

Enhancements in the Permit-to-Work (PTW) System: Improving control measures for hazardous tasks.

Deployment of Risk and Incident Management in SAP: Streamlining reporting and analysis for better decision-making.

Extensive Safety Walkthroughs & Leadership Engagements: Fostering a proactive safety culture.

Specialized Safety Training Programs: Ensuring our workforce is equipped with the knowledge and skills to work safely.

While these accomplishments reflect our progress, we recognize that safety is a continuous journey. Looking ahead, we will focus on strengthening our Stop Work Authority, enhancing contractor safety management, and driving innovations that further embed safety into every aspect of our operations.

I extend my sincere appreciation to every member of the RGPC team for your dedication and unwavering commitment to health and safety. Let us remain vigilant, collaborate effectively, and sustain our goal of zero harm. Together, we will build an even stronger safety culture in 2025 and beyond.



3. Message from COO



Michael Barren
The Chief Operating Officer

It is with great pride and a strong sense of responsibility that I address you in our Health and Safety Annual Report for 2024. This past year has been a testament to our collective commitment to ensuring the safety and well-being of every individual within RGPC. Our dedication to fostering a strong safety culture has not only protected lives but has also strengthened our operational excellence.

Despite challenges, our team has shown exceptional resilience and dedication to upholding the highest safety standards. I am particularly proud of the strides we have made in proactive risk management, enhanced safety training, and continuous process improvements. The successful execution of emergency response drills, comprehensive training programs, and the implementation of the safety reward system have reinforced our core belief that safety is a shared responsibility.

Our Health and Safety team, working hand in hand with every department, has played a crucial role in driving positive change. We have seen a significant improvement in hazard reporting, incident prevention, and overall safety culture maturity. This progress is a direct result of your active engagement and unwavering commitment to safety excellence.

As we move into the future, our focus remains clear—we will continue to invest in safety initiatives, leverage innovative technologies, and refine our protocols to create an even safer workplace. Our goal is not just to comply with industry standards but to set new benchmarks for safety leadership.

I extend my sincere appreciation to every RGPC employee and contractor who has embraced our safety culture. Your dedication does not go unnoticed, and it is because of your commitment that we continue to make RGPC a safer and stronger organization.

Let us carry forward the lessons and achievements of 2024 into the coming year. Together, we will build a workplace where safety is not just a requirement but a way of life.

Thank you for your dedication to health and safety.



4. Introduction

Welcome to the 2024 Health and Safety Annual Report for Ras Girtas Power Company (RGPC). This report provides a detailed overview of our continued efforts to maintain a safe and healthy work environment for our employees and contractors. It serves as a transparent reflection of our health and safety performance, key initiatives, and strategic plans for the future.

At RGPC, safety remains a core priority, and this report highlights our achievements, statistical insights, and the proactive measures implemented to strengthen our safety culture. While we celebrate our successes, we also recognize areas for improvement and outline our approach to addressing emerging challenges in workplace safety.

Our progress would not be possible without the dedication and commitment of our employees, contractors, and leadership. Their collective efforts drive our success in creating a workplace where safety is deeply embedded in every aspect of our operations.

We extend our appreciation to all team members for their continued commitment to health and safety. This report is a testament to our shared vision of fostering a secure and resilient work environment.

Thank you for your interest in our Health and Safety Annual Report. We look forward to your continued support and collaboration as we strive for excellence in workplace safety.

5. Achievements and awards

RoSPA Industry Sector and Gold Awards

- Winner of RoSPA Highly Commended in the Electricity Sector Award
 - 2023/2022/2021/2017/2016
- Winner of RoSPA Commended in the Electricity Sector Award - 2020
 - Winner of RoSPA Electricity Industry Sector Award - 2019
 - Winner of RoSPA Electricity Industry Sector Award -2018
 - Winner of RoSPA International Sector Award -2018
 - RoSPA Gold Awards
 - For two consecutive years (2014 & 2015)

ENGIE MESCAT Award

- ENGIE Starz Award- 2022-Best Entity on HSE / Best Team on HSE
 - Best HSE Team Runner up Award in ENGIE MESCAT - 2018
 - Winner of Best HSE Team - ENGIE MESCAT Award 2017

ISO 45001 Certification

- ISO 45001 Certification - First Issue 13 Nov 2019 - Valid until 12-Nov-2025
- ISO 45001 Recertification - 29-09-2022- Valid until 12-Nov-2025

No LTI's

- 21 million man-hours without LTI
- 12.5 years without LTI

Safe Completion of Works

- Safe Completion of GT, ST & MED Outages



6. Rospa



ROSPA Awards Timeline

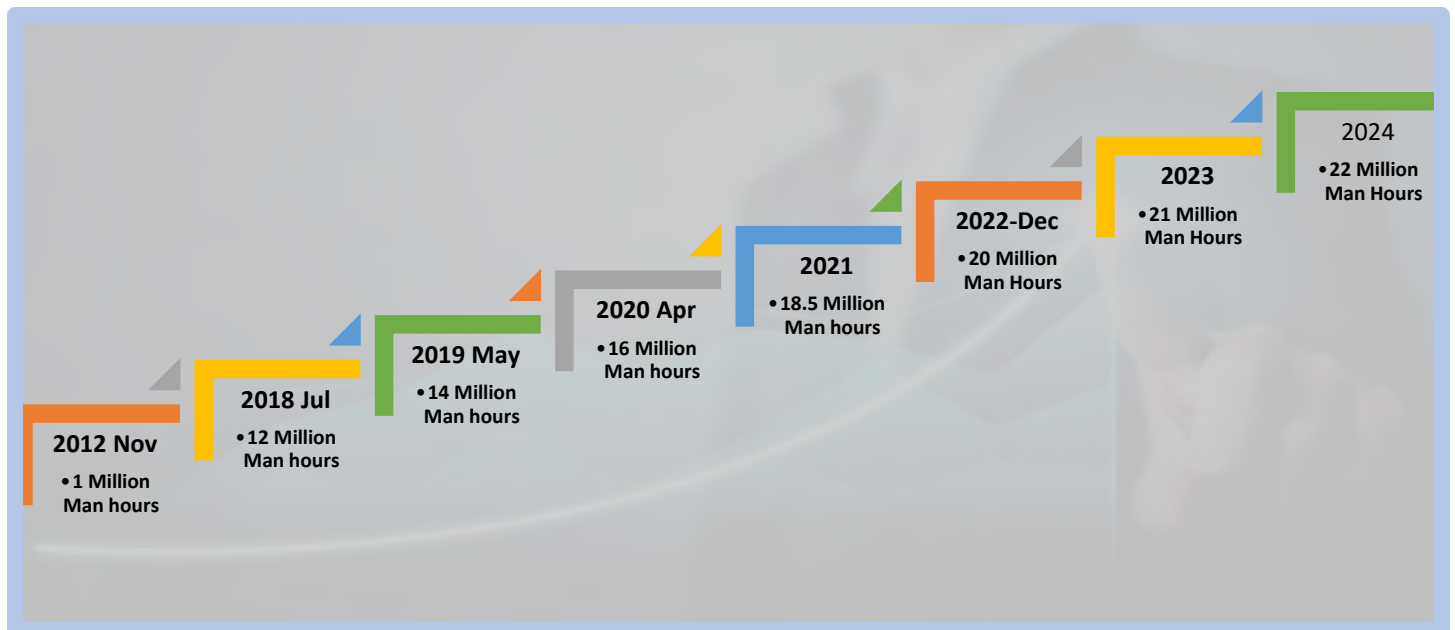
2014	• RoSPA Gold Award
2015	• RoSPA Gold Award
2016	• Electricity Sector Award Highly Commended
2017	• Electricity Sector Award Highly Commended
2018	• RoSPA Electricity Industry Sector Award
2018	• RoSPA International Sector Award
2019	• RoSPA Electricity Industry Sector Award
2020	• RoSPA Commended Electricity Industry Sector Award
2021	• RoSPA Highly Commended Electricity Sector Award
2022	• RoSPA Highly Commended Electricity Sector Award
2023	• RoSPA Highly Commended Electricity Sector Award
2024	• RoSPA Highly Commended Electricity Sector Award



7. ROSPA Electricity Industry Sector Award- Highly Commended 2024

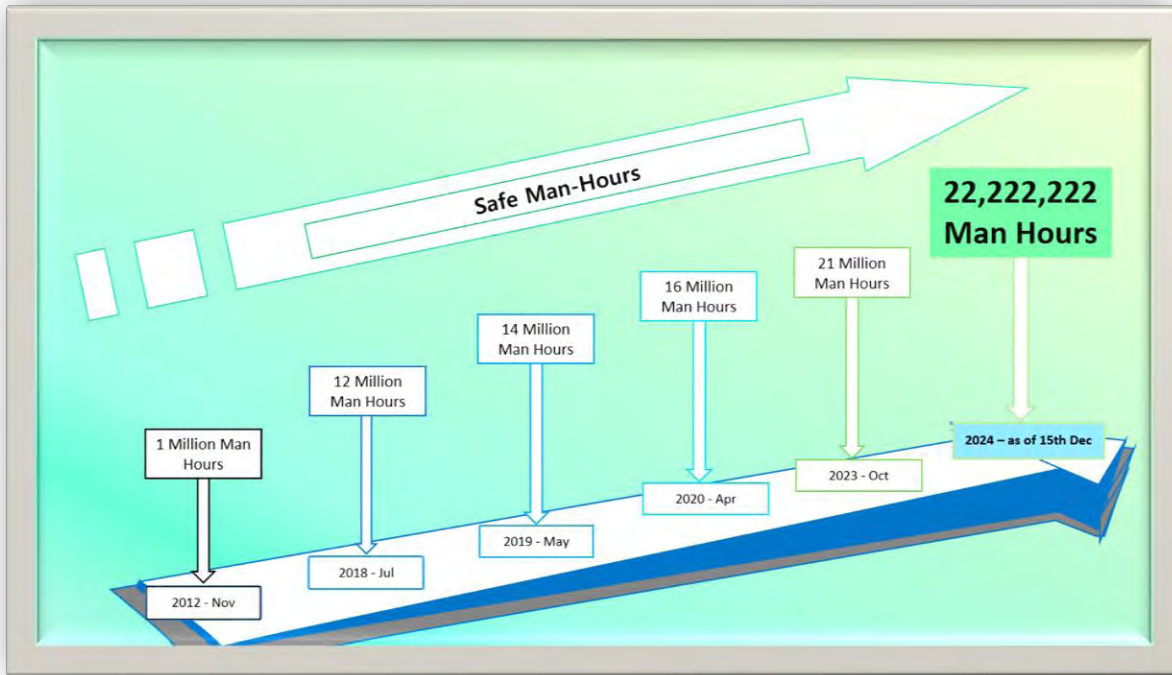


21/22 Million Man Hours



8. IMPRESSIVE MILESTONE ACHIEVEMENTS

It achieved an impressive milestone of 22,222,222 safe man-hours without LTI, demonstrating the effectiveness of its rigorous safety practices and strong teamwork.



9. Policy and Objectives

A Comprehensive Overview of Health and Safety Policy at Ras Girtas Power Company

At Ras Girtas Power Company (RGPC), our unwavering commitment to health and safety remains at the core of our operations. As custodians of critical infrastructure, we recognize our responsibility to provide a safe and secure working environment where every individual can perform their duties with confidence and peace of mind. Our Health and Safety Policy is designed to address the unique challenges of power plant operations while aligning with industry best practices and regulatory standards.

Core Principles of Our Health and Safety Policy

- **Proactive Risk Prevention:** We prioritize accident prevention through rigorous risk assessments, hazard identification, and the implementation of robust safety controls.
- **Regulatory Compliance:** RGPC adheres strictly to all relevant industry standards, legal requirements, and regulatory guidelines to maintain a compliant and incident-free workplace.
- **Emergency Preparedness:** We conduct thorough planning and regular drills to ensure swift, coordinated, and effective responses to emergencies, safeguarding both personnel and critical infrastructure.
- **Continuous Improvement:** Lessons learned from incidents and near misses drive enhancements in safety protocols, reinforcing a culture of ongoing improvement.

Risk Mitigation & Employee Preparedness

- **Comprehensive Risk Assessments:** Regular assessments are conducted to identify potential hazards associated with power generation, transmission, and distribution, with mitigation strategies employed to minimize risks.
- **Specialized Safety Training:** Employees receive targeted training to equip them with the necessary knowledge and skills to handle operational challenges safely and effectively.

Commitment to Action

Our Health and Safety Policy is not just a set of guidelines—it is a proactive framework that drives continuous safety excellence through:

1. Regular audits and inspections to ensure strict adherence to safety protocols.
2. Clear communication channels to disseminate critical safety information.
3. Ongoing monitoring of safety metrics to evaluate performance and implement necessary improvements.

Measuring Success

Success in our Health and Safety Policy is reflected not only in the reduction of incidents but also in the creation of a workplace where safety is ingrained in every operation. The positive impact is evident in enhanced operational efficiency, increased employee morale, and the trust our workforce places in our safety measures.

At RGPC, safety is more than a priority—it is a fundamental value that shapes our daily operations and long-term vision. Through continuous improvement and collective commitment, we will continue to set new benchmarks in workplace safety.

10. Management Commitment

At Ras Girtas Power Company (RGPC), senior leadership, including the CEO and top management, actively drive our commitment to health and safety. Their direct involvement in the development and implementation of our comprehensive Health and Safety Policy ensures that safety remains at the forefront of our operations. Through their leadership, they reinforce the organization’s core values, emphasizing that safety is not just a requirement but a fundamental pillar of our success.

Leading by Example

RGPC’s leadership exemplifies their commitment to safety by:

- Strictly adhering to safety protocols in all operational areas, ensuring that workplace safety begins at the top.
- Wearing personal protective equipment (PPE) and demonstrating compliance with safety measures, setting an example for employees at all levels.
- Actively participating in safety drills and emergency response exercises, reinforcing the importance of preparedness and continuous improvement.
- Integrating safety into daily operations by prioritizing hazard identification, risk mitigation, and safe work practices.



Active Engagement in Safety Communication

Senior management plays a proactive role in safety meetings, walkthroughs, and discussions, fostering an open dialogue about workplace hazards, best practices, and improvements. By regularly engaging with employees and contractors, they ensure that safety concerns are addressed transparently and effectively.

A Culture of Shared Responsibility

The commitment of RGPC’s management to health and safety is evident in their actions, decision-making, and continuous support for safety initiatives. Their leadership instills a sense of responsibility across all levels of the organization, creating a culture where safety is embedded in daily operations. At RGPC, safety is not just a policy—it is a shared value that every team member embrace and upholds.

11. OHS Objectives

RGPC health and safety objectives are foundational pillars in creating a workplace that prioritizes the well-being of employees and promotes a culture of safety. The health and safety objectives are designed to address a spectrum of factors, from physical safety to mental health, emergency preparedness to regulatory compliance.

By setting specific, measurable, achievable, relevant, and time-bound (SMART) goals, we RGPC demonstrate commitment to continuous improvement and the prevention of workplace incidents.

Main OH&S Objectives

- Noise Survey of the plant
- Ergonomic Inspection- Office
- Legionella- 3rd party laboratory legionella test
- Prevention of Heat Stress Related Illness
- Training to staff
- Heat Stress Campaign
- Specific safety dialogue in Occupational Health related topic.
- Awareness session to staff and Contractors
- Monitor the absenteeism and health issues within Staff, contractors & subcontractor
- Organize a quarterly Management Review meeting
- Conduct Safety Walkthrough
- All Hands Safety Meeting
- PTW field audit by RGPC Management members
- Participation in Safety Training- Safety Media
- RGPC Staff Representative Safety meeting
- Contractors Representative Safety Meeting
- Weekly Safety Dialogues on specific OHS topics
- Conduct Fresh Eye Observation- by each department
- OHS Training
- Increase Competency and awareness through OHS training
- Safety Media Training (All O&M employees)
- OHS Training and Evaluation for New Staff- Trainees
- RGPC OH&S Audit
 - RGPC Occupational Health & Safety Internal Audit.
 - RGPC Occupational Health & Safety External Audit.
 - RGPC Occupational Health & Safety Contractor Audit.
- Permit to Work Audit- to ensure compliance to PTW conditions
- Emergency Preparedness

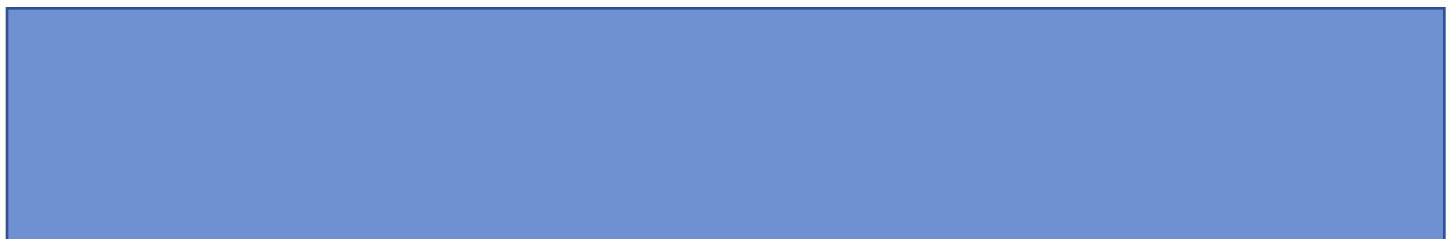
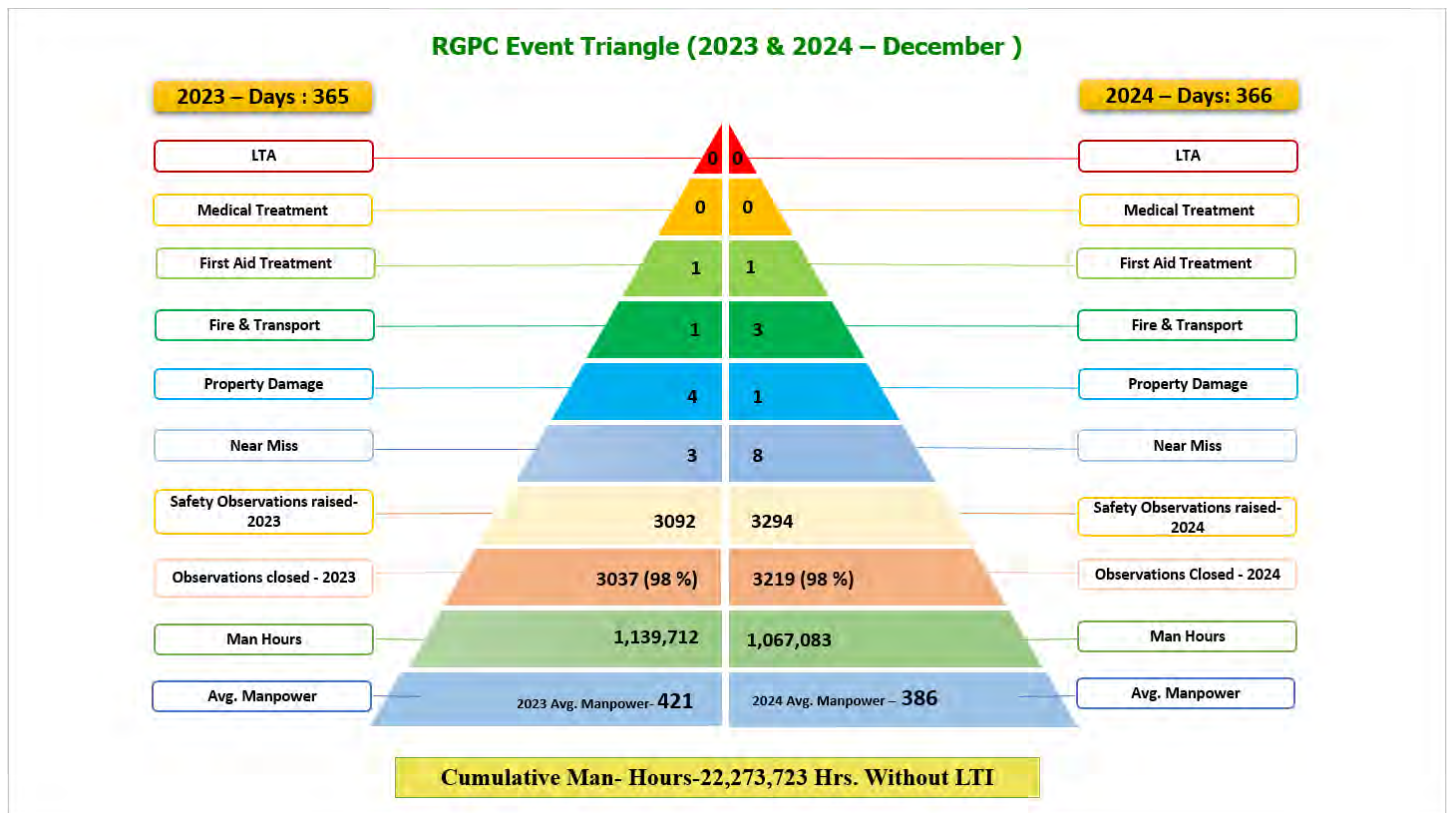
12. Health and Safety Performance – 2024

Health and Safety Statistics - 2024	
Average Manpower	386
Total Man-Hours	1067083
Fatality	0
LTI	0
Medical Treatment	0
No. of First Aid Treatment	1
No of Fire Incident	2
Property Damage	2
Near Miss	8
Unsafe Act / Unsafe Condition Raised	3294
Unsafe Act Condition Closed	3219
Fresh Eye Observation	696
No. of Work Permit	5887
No. of Formal Toolbox Talk	761
No. of Formal Safety Walk	228
Class based HSE Training hours.	11496
HSE & Meeting	28
Positive Achievements	30
Total Safe Man-Hours – 22,273,723 Hrs.	



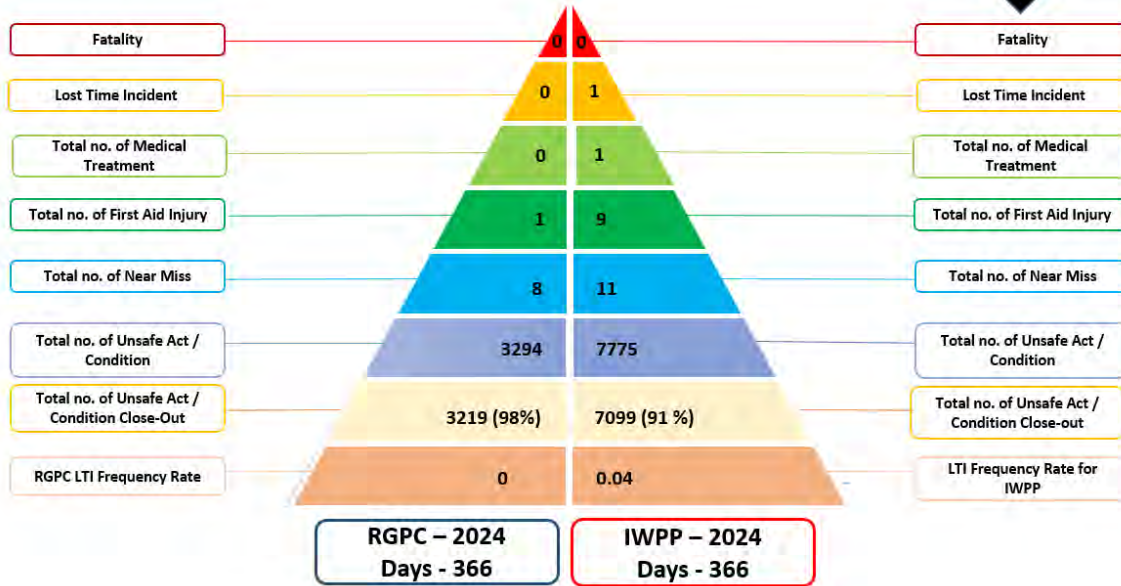
13. RGPC OHS Triangles

RGPC event triangle is used to compare the health and safety performance of current year versus previous years, as well as the performance compared with IWPP & ENGIE GCC Operations.



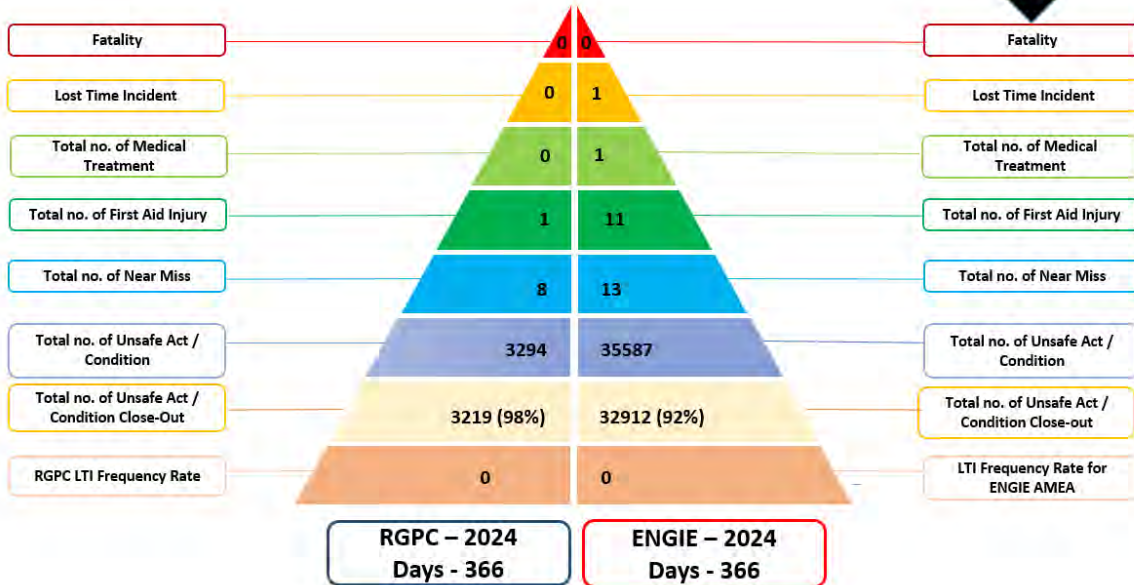
RGPC - IWPP Benchmarking Triangle (2024)

Indicators – Shows Numbers for 5 Power Plants (Excluding RGPC)



RGPC - ENGIE GCC Benchmarking Triangle (2024)

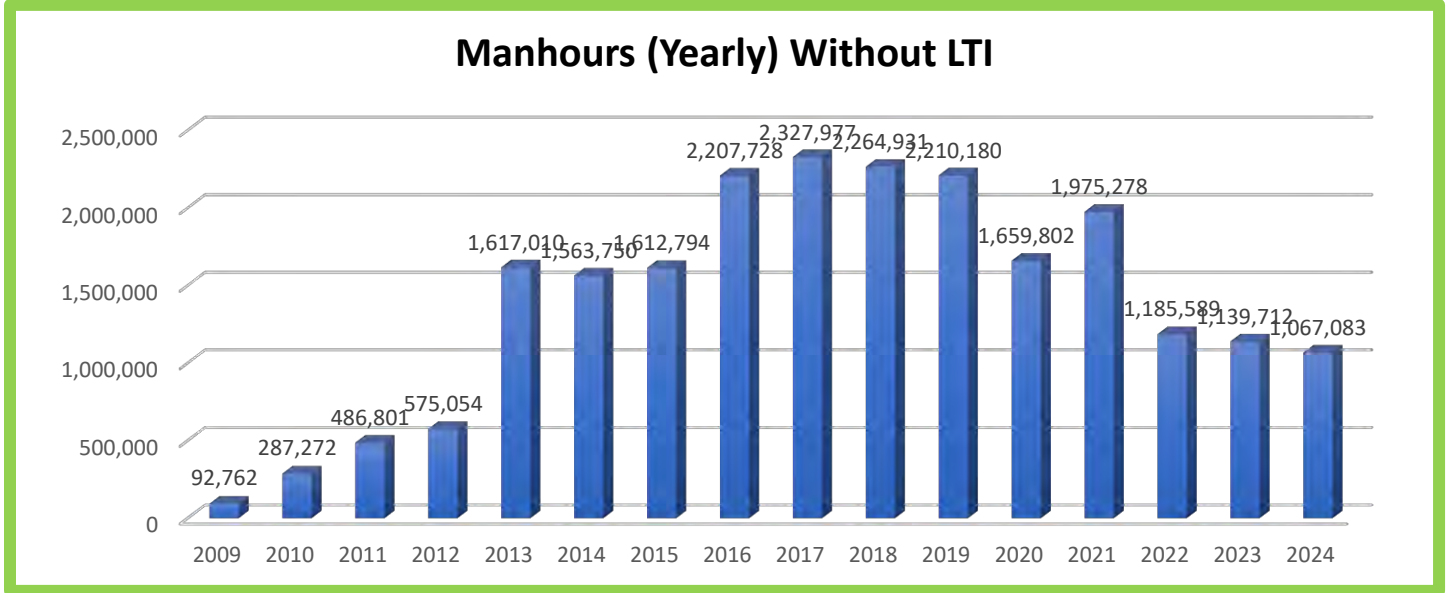
Indicators – Shows Numbers for 16 Power Plants (Excluding RGPC)



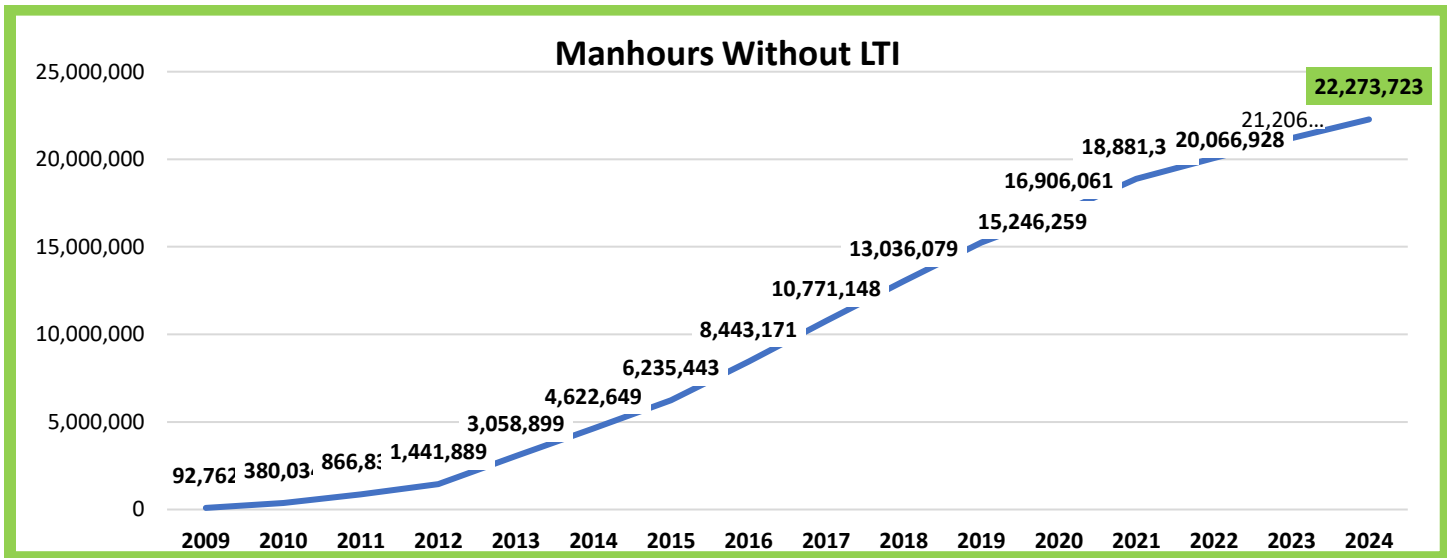
14. MAN HOURS AND MAN POWER

During the year 2024 total man hours worked are **1,067,083** man-hours which make the cumulative of **22,273,723** man-hours without Loss Time Incidents (LTI), with an average manpower of **386**.

Manhours (Yearly) Without LTI (2009-2024)



Manhours Without LTI

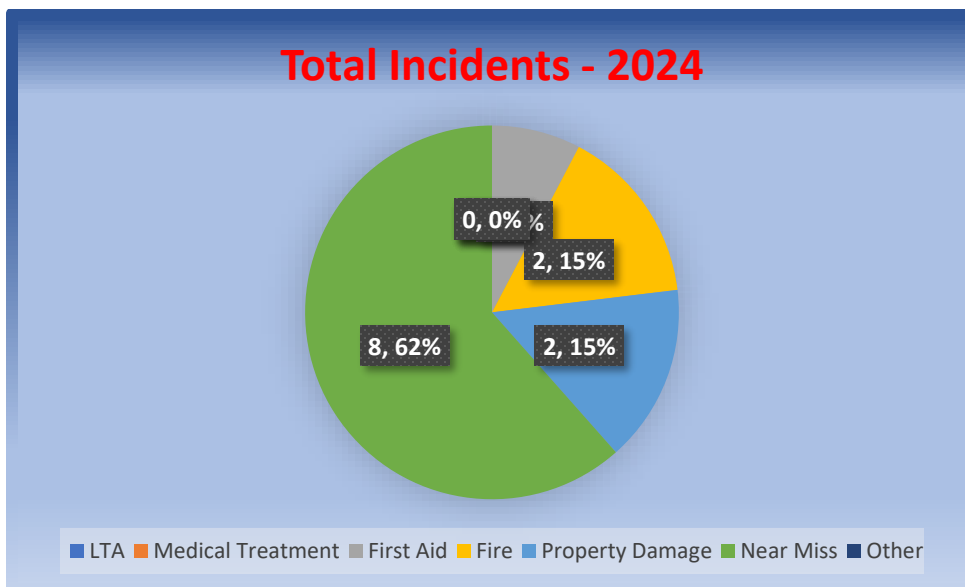
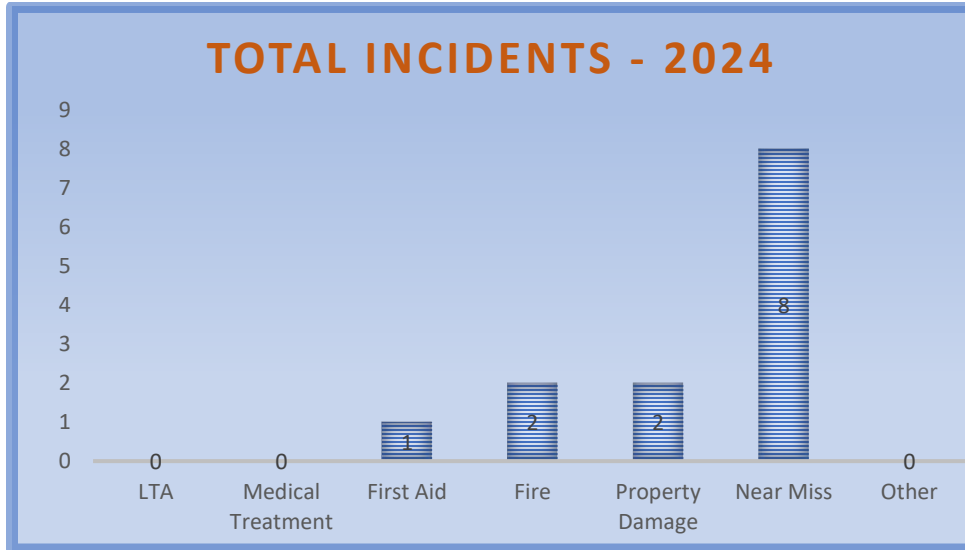


15. Total Incidents

Throughout the year, there were a significant amount of work carried out by RGPC personnel and the Contractor/subcontractor. Critical activities were major MED outages, GTG outage, STG Outage and Forced Water Plant Shutdown.

Below Graph summarizes the incidents reported in the year 2024.

Incident Graph



16. Incident Description

Incidents	Incident Description
LTA	Nil
Medical Treatment	Nil
First - Aid	STG-4 Major inspection disassembly works were in progress on the night shift of 12th Feb 2024 One of the planned activities for the shift was tightening of HP outer casing bolts by contractor technicians under the supervision of the RGPC team. At 22:55 hrs MR. Ravindran, a contractor technician, reported a minor first aid injury to his right leg thigh area.
Fire	On 27th February 2024, at around 06:45 am, during the start-up of steam Turbine Generator NO. 1 minor smoke was observed emanating from beneath the insulation of the governor valve by the field engineer. The machine was manually tripped from the central Control Room (CCR) and fire extinguished using Dry chemical power.
Fire	On 6th May 2024, at around 13:30 hrs during the preparations to carry out the block#4 HP header safety valve online testing (Trevi test), RGPC technician / contract personnel observed minor smoke coming from the wooden plank on scaffolding platform. Work stopped and smoke was extinguished by using CO2 fire extinguisher
Property Damage	On August 08th, 2024, at around 8:30:00 hrs, During MED#22 underground distillate line leak excavation area inspection time it is observed the distillate header line#1 found damaged condition by Back hoe loader activities carried out on (last) night shift.
Near Miss	At 12:37 hrs. due to the issue of ST-4 Turning Gear motor not engaging and the turbine being in hot condition, it was decided to manually engage the TG using the ratchet lever. During the attempt to rotate the turning gear motor with the ratchet lever, it was discovered that the TG motor selection was set to 'Normal ' mode instead of 'JOG' mode from the local control panel. Consequently, the TG unexpectedly started upon receiving an engage signal from the DCS, resulting in damage to the ratchet lever. Fortunately, there were no personnel injuries. The TG was subsequently stopped and restarted from the DCS.
Near Miss	On 12th May 2024 at 08:45am hrs., during a site visit, an aluminum sheet was found inside the STG 1 transformer exclusion zone area. The sheet had fallen from the MEB 1 roof top HVAC unit due to high wind. Fortunately, it did not impact any part of the transformed and landed inside the transformer compound. No property damages or personal injuries reported.
Near Miss	On 27/07/2024 at 18:30 Cooling tower LEB -HVAC unit - P00SAC10AH401 – (for the switch gear room) on service. P00SAC10AH402 was defective (coil leakage). After repair P00SAC10AH402 we requested - TTR for trial run. Mannai team technician said to field operator do the trial run after 30 minutes. So, field operator went for other activity. In a short while. Field operator got a message from control room cooling tower switch gear room temperature high. Field operator observed, running unit tripped and control display panel removed by Mannai technician from P00SAC10AH401 and P00SAC10AH402 trying to interchange. Without any permit.
Near Miss	On July 06th, 2024, at around 16:45 hrs, during the installation of CT fan#7; the crane boom came down while gearbox was at height of 60 cm from base and got settled.
Near Miss	On 19 Aug evening 04:00 hrs. As per the telehandler vehicle team regular practice, they are segregated food waste from the mess hall, near fire station building. Then loaded telehandler with flag man arrived behind cooling tower area. Flagman give signal to the skips premise, it is located in between hazardous waste storage & scrap yard area. In that moment the driver Anni singh unintentionally driven his telehandler into a wrong direction, it was very close to the scrap yard which is not signaled by the flag man.

Property Damage	<p>On the May 13th at 13:30 hrs. during the materials loading into the pickup truck boot space from the back side of cooling tower, those cooling tower sheets has been stored in the store. In this event workforce stacking the sheet satisfactorily one by one. After the completion of the loading task, vehicle was started and drive forward, that moment a sheet catches by the wind, that sheet hit and damaged the pickup truck rear mirror. No any human injury reported. No any other properties damaged in the event.</p>
Near Miss	<p>Chemistry department has sent the request for HCl tanker (Hydrochloric Acid) to the supplier (Gulf Chlorine) through Stores as per normal practice. On 11th Dec 2024 at 8:00 AM the supplier (Gulf Chlorine) has delivered wrong chemical in tanker (Sodium Hydroxide NaOH) instead of HCl. The tanker was inspected by RGPC security as per normal practice and the security called RGPC helper (John) to receive the tanker. The tanker was escorted by the helper from RGPC main gate to CCT Area. The tanker stopped at CCT area and John (RGPC staff) went for chemical verification before top up. John noticed the different chemical name on both tanker and delivery note and returned the tanker back to the main gate. The supplier driver (Usman) said that he didn't check the delivery point and mistakenly deliver the chemical to RGPC. This could lead to serious incident if chemical top up was done as HCl + NaOH reaction is exothermic (generates lots of heat) and could result in tank explosion.</p>
Near Miss	<p>On 02-12-2024 at 10:50 hrs by Mechanical team was lifting valve parts from ground floor to HP floor by removing grating, using chain block. Material shifting in PRDS is only done by removing grating during block outages because of no crane access. The activity was supervised by 2 MMD technicians, Work team at 1st floor have 4 persons were assigned to stop any other person entry to area. Safety found this activity as a near miss with following safety observations</p> <ul style="list-style-type: none"> 1-Soft barricading was used instead of Hard barricading. 2-Team working on the 1st floor had no fall protection. 3-This activity was not mentioned in PTW/ JSA.
Near Miss	<p>On 26-11-2024 at 09:30 hrs by One contractor D-Serve team was working on Startup header-3 safety valve servicing, during block-3 outage. After valve dismantling, bonnet was lifted and kept on scaffolding platform, which was only light duty scaffolding, Resulting the existing scaffolding to overload. The working team immediately called scaffolders to modify the scaffolding.</p>
Other	<p>Nil</p>



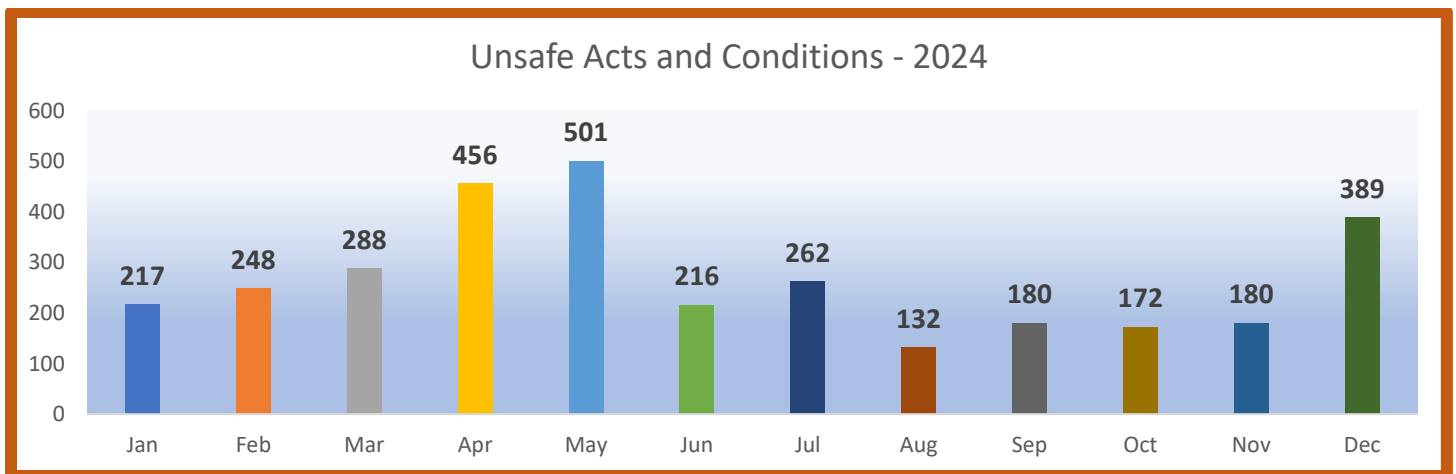
17. OHS ACTIVITIES

The below added chart summarizes the OHS activities for 2024.

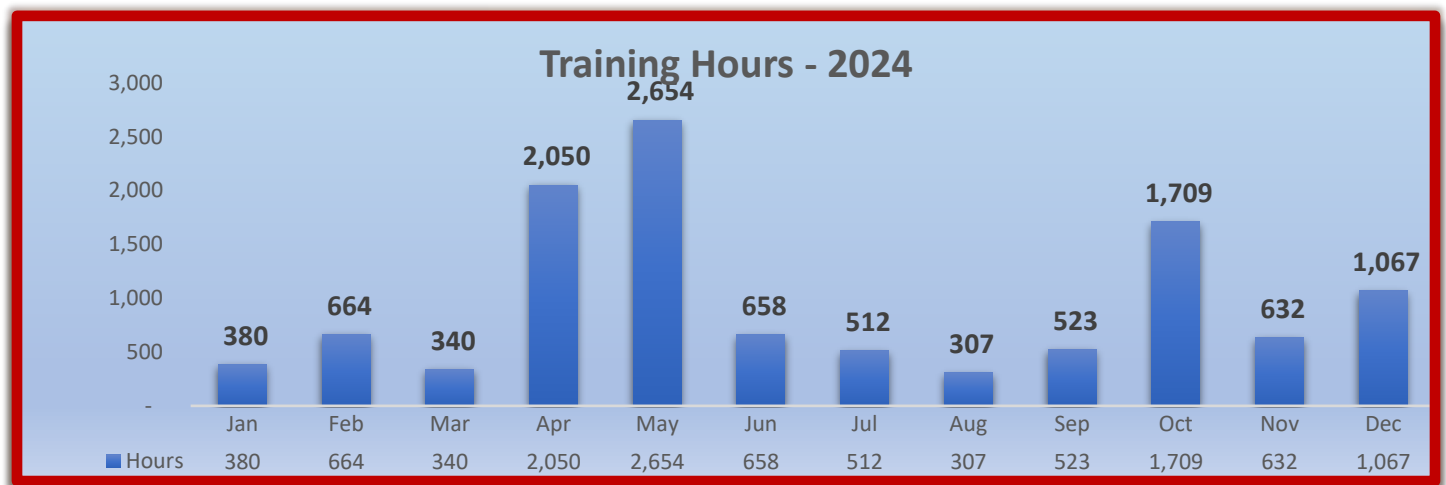


Unsafe Act/Condition Reported

There were reported through the site safety walkthrough programmes and safety observation programme.

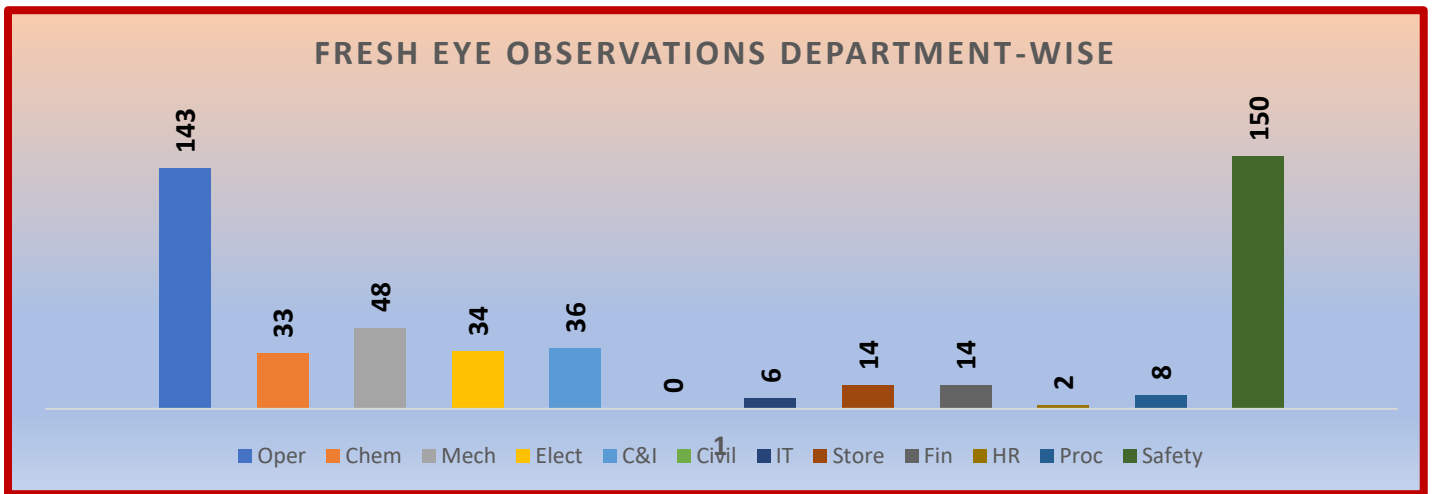


Training Hours

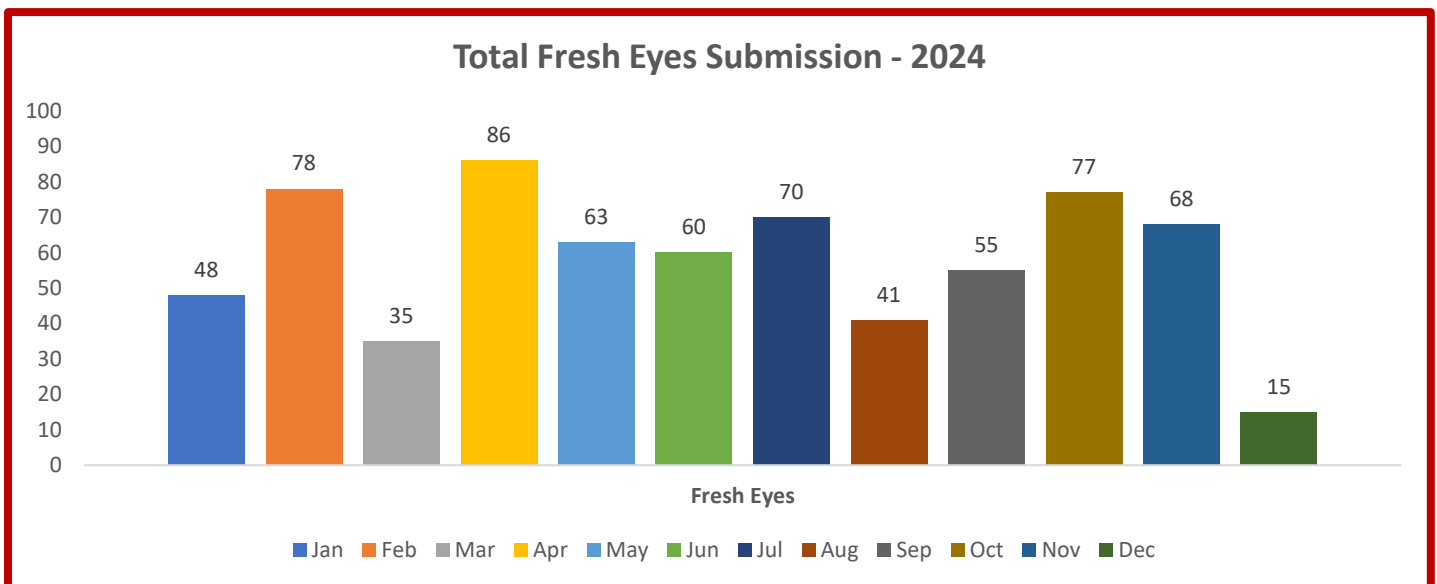


18. Fresh Eye Observations

Below Chart shows the Fresh Eye submission statics - department wise

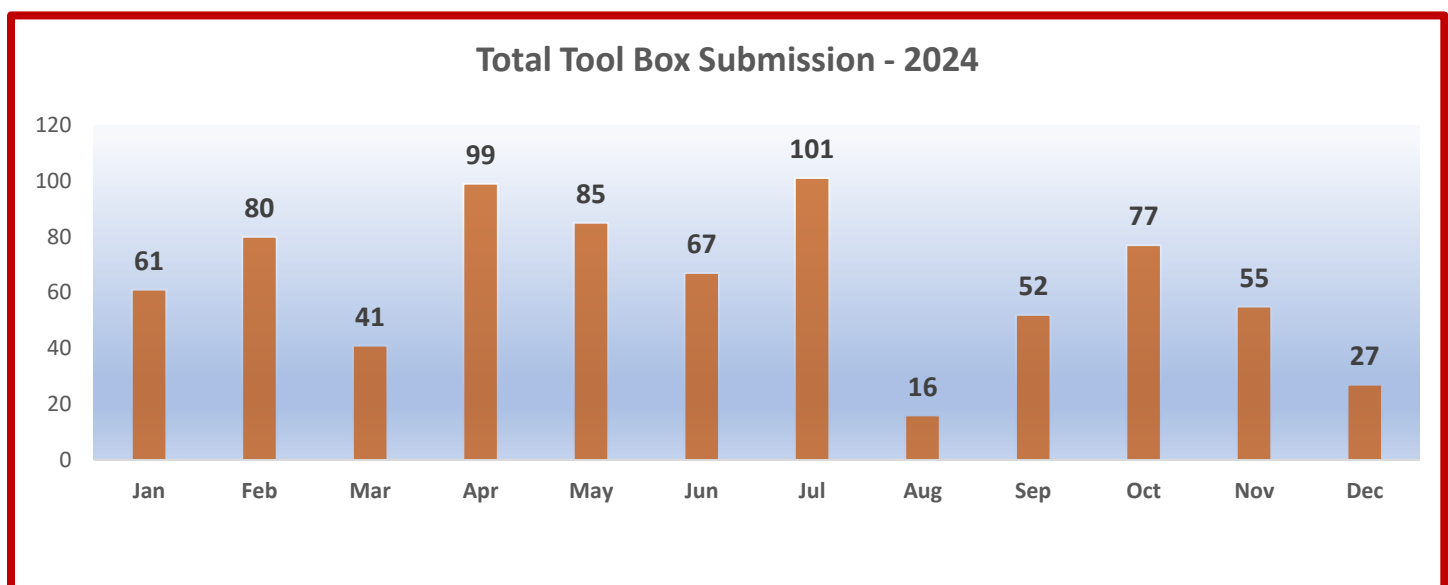
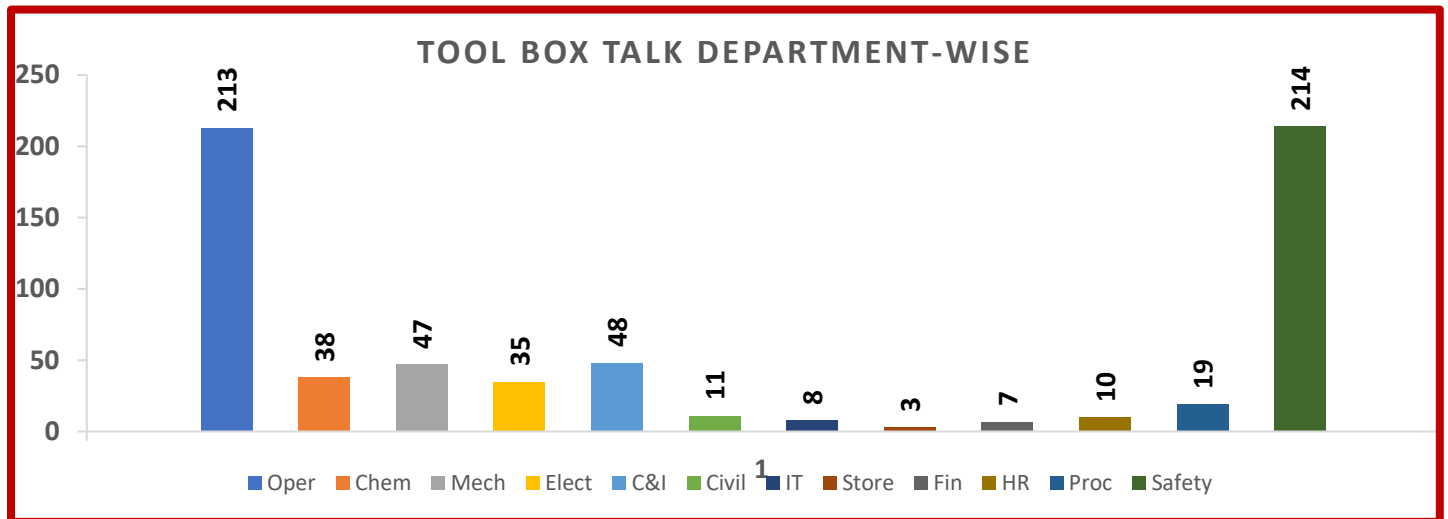


Fresh Eyes Submission Month wise



19. Toolbox Talk

Company OHS objectives set for conducting regular Toolbox talks by the staff. Conducting toolbox talk is an excellent to get staff involvement and increasing safety involvement and awareness. Below added Tables gives a break ups on number of tool box conducted by departments

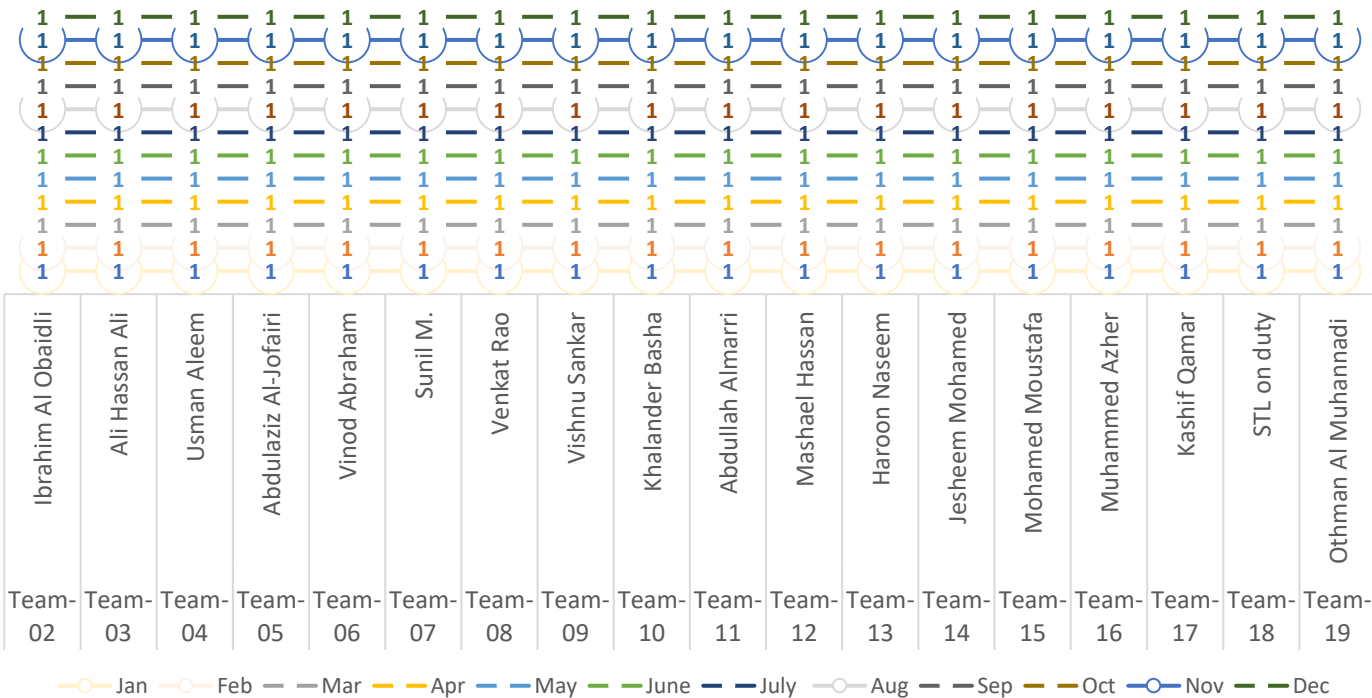


20. Safety Walks, Housekeeping & Observations

OHS Observation & Walkthrough reporting program was implemented throughout RGPC, all employees are participating in these programs. The walkthroughs are done by the RGPC management and department leads and all plant areas are covered under monthly walkthroughs. The walkthrough inspection points and recorded and tracked in safety walkthrough log sheet.



SAFETY WALK STATUS - 2024



21. Safety Observation Reporting

At Ras Girtas Power Company (RGPC), safety observation reporting plays a vital role in our commitment to maintaining a proactive and preventive approach to workplace safety. By encouraging employees at all levels to actively identify and report hazards, unsafe conditions, and potential risks, we have built a robust safety culture that prioritizes continuous improvement and risk mitigation.

To ensure accessibility and ease of reporting, RGPC has established multiple platforms where employees and contractors can submit safety observations. These platforms provide flexibility and encourage participation, making safety reporting an integral part of daily operations. Our reporting methods include:

Digital Safety Observation System (SOR SWR) – A centralized digital platform where employees can log observations in real time, track status updates, and receive feedback on corrective actions taken.

Observations Close Out Status 2024	Total Obs	Closed Obs	Open Obs	Closeout Rate	Closeout Rate
SOR	739	703	36	95.1	97.7
SWR	2802	2758	38	98.4	
Total	3541	3461	80	97.7	



22. SAFETY WALKTHROUGH BY MANAGEMENT AND TEAMS



Management Safety Walkthrough at Outage Activity Area

- Management Safety Walkthrough was conducted at Block # 3 outage activity area. The focus was on ensuring safety compliance and identifying any potential hazards



IWPP SAFETY - Joint Safety Walkdown conducted at RGPC Plant on 28 November 2024

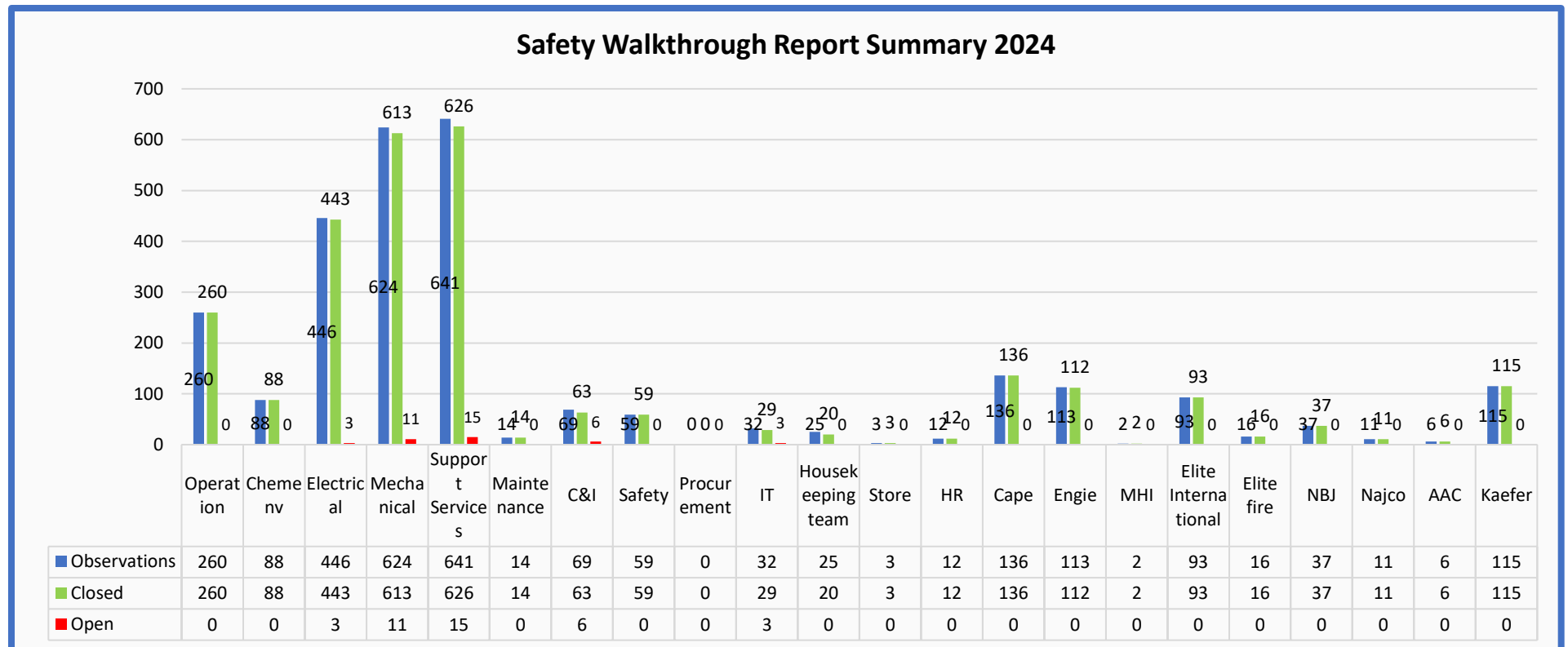
A site tour was conducted and visited several activity areas

23. SAFETY WALKTHROUGH REPORTS (SWR)

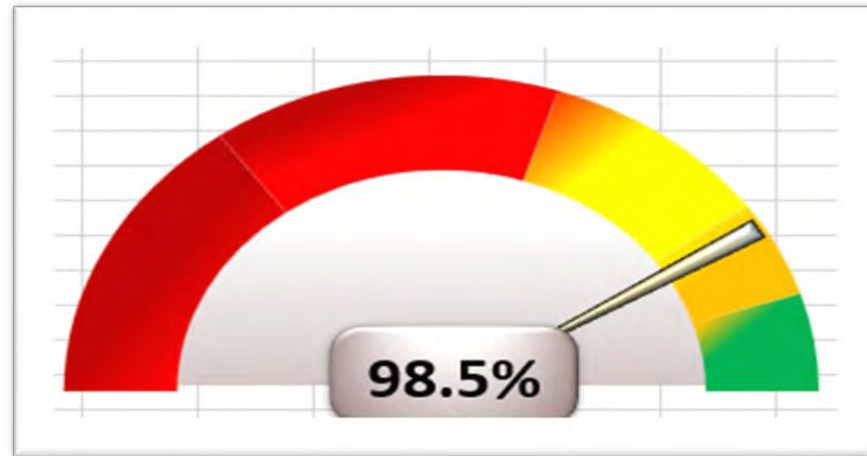
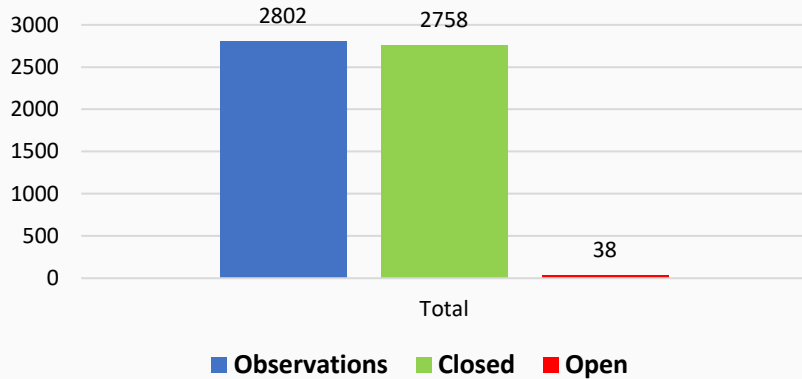
The Company believes that the periodic safety walkthroughs are essential for assessing and improving both operations & safety performance. All the walkthrough points are recorded and actions were tracked and the points were effectively closed out.

Safety Walkthrough Report Summary:

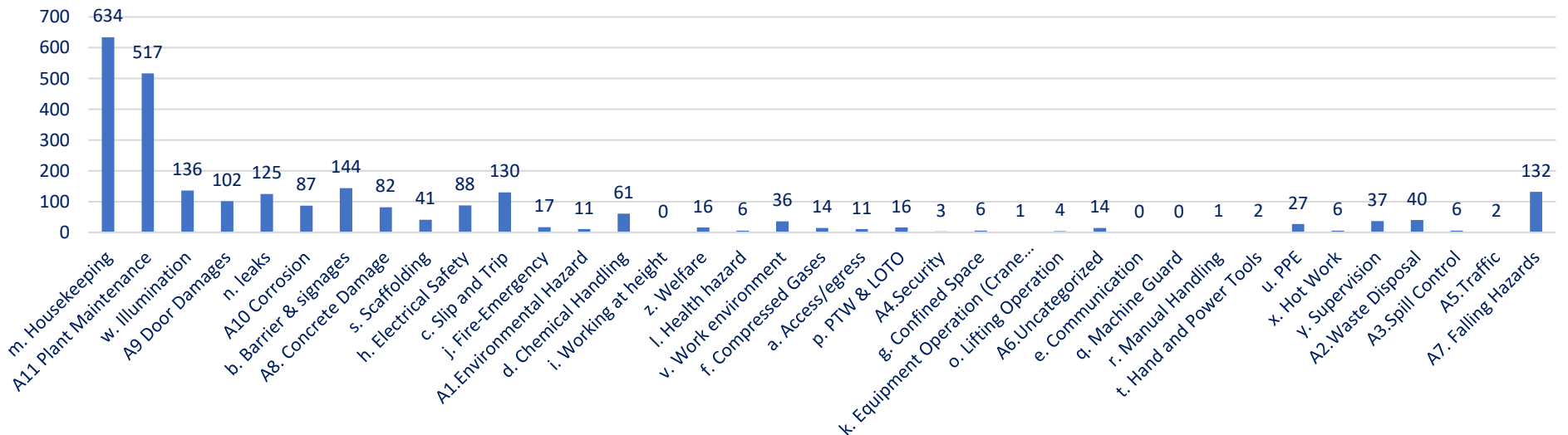
Safety walk through status department wise



Safety Walkthrough Report Summary 2024



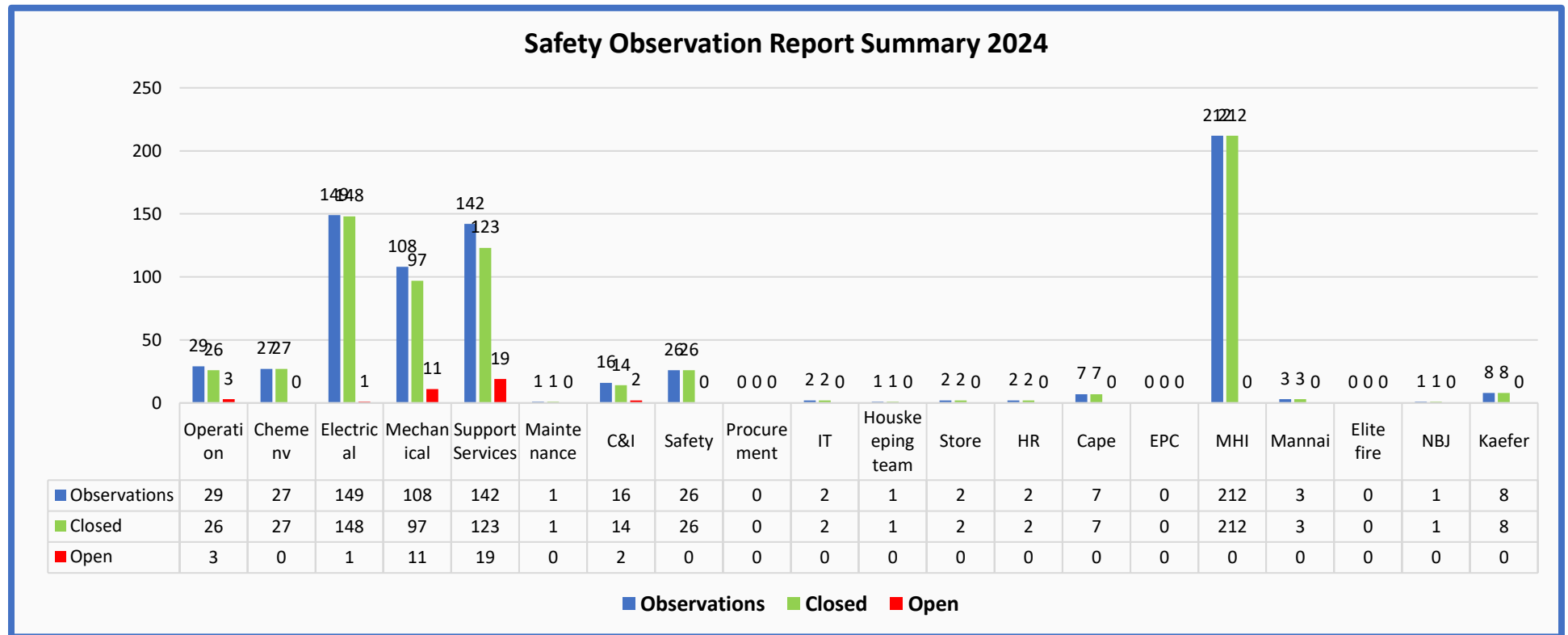
SWR Observation Category - 2024



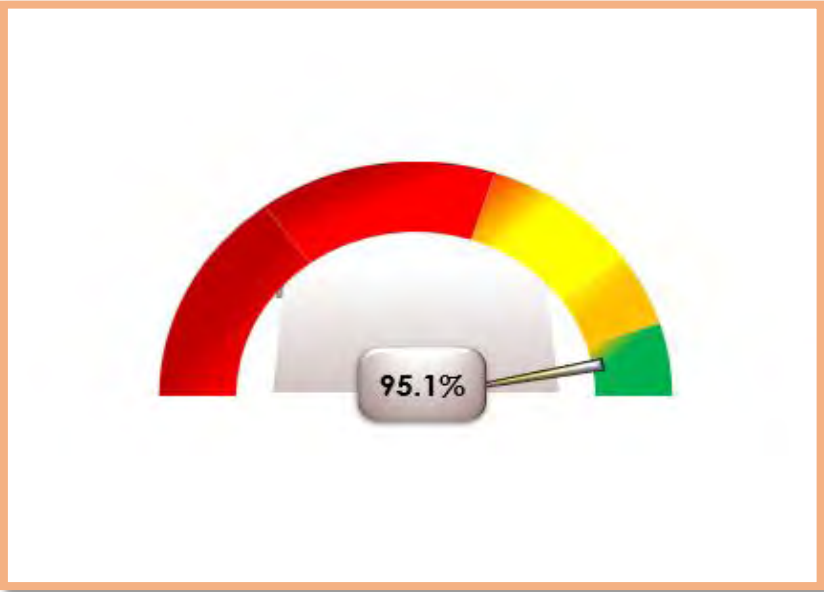
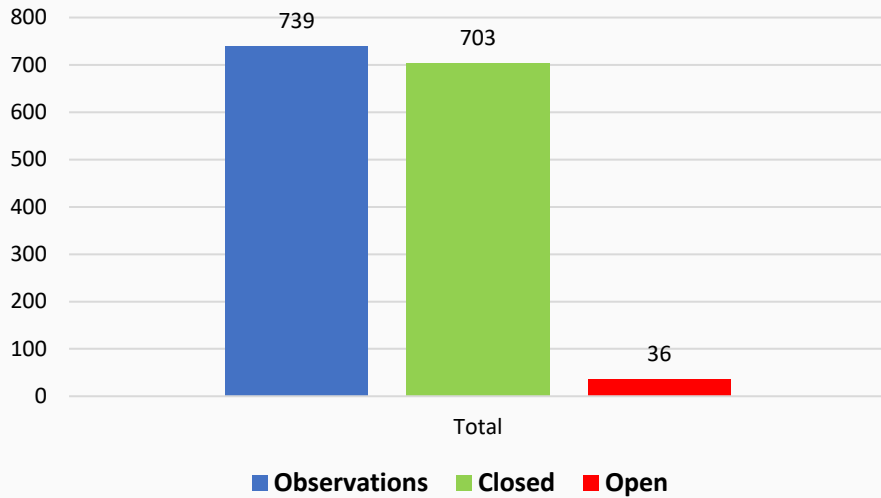
24. Safety Observation Reports (SOR)

We believe safety observation can proactively prevent the incidents and injuries. Each employee is responsible for raising the safety observation based on the target assigned and linked to their yearly KPIs. Below charts reflects the number of safety observations raised by individual departments. All observations were recorded & actions taken.

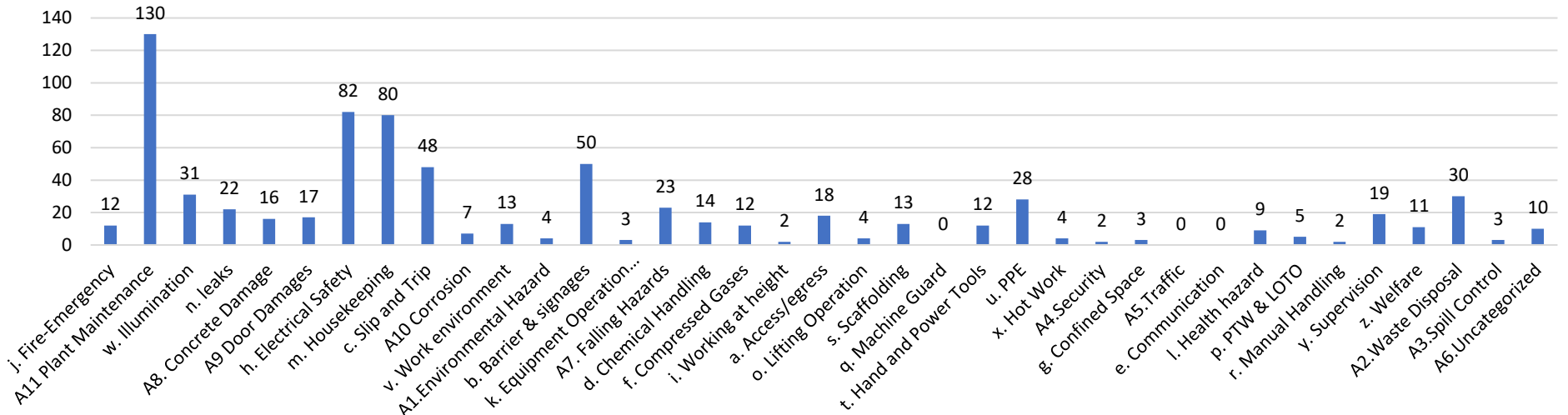
Below chart is on the points raised and status.



Safety Observation Report Summary 2024



SOR Observation Category 2024



25. HSE ACTIVITIES

Strengthening Our Safety Culture:

At Ras Girtas Power Company (RGPC), we are committed to fostering a strong safety culture through a series of proactive Health, Safety, and Environment (HSE) activities designed to ensure staff safety and compliance with industry standards.

Throughout the year, we have implemented various safety initiatives aimed at enhancing awareness, improving workplace conditions, and reinforcing our commitment to continuous safety improvement. Key activities include Safety All Hands Meetings, where employees engage in discussions on critical safety topics, and the implementation of Life-Saving Rules, ensuring adherence to essential safety protocols.

We have successfully conducted ISO 45001:2018 internal and external audits to maintain compliance with international safety standards. **Stop Work Authority** and **Last-Minute Risk Assessments** (LMRA) have been reinforced before starting any activity, empowering employees to take immediate action in the face of potential hazards. Additionally, we have organized safety campaigns covering various topics,

- Heat Stress Campaign
- Drop Object Prevention Campaign
- Slip Trip & Fall Protection Survey
- Health and Well-being Day
- Hand Injury Campaign
- Electrical Safety Awareness Training

Circulated safety moments to enhance daily safety awareness, and conducted a Safety Climate Survey to assess and improve our overall safety culture.

Regular management meetings, safety representative meetings, and detailed weekly and monthly reports have helped maintain transparency and alignment across all departments. Furthermore, management site visits, monthly walkthroughs involving all staff, and structured inspections have ensured continuous monitoring and proactive risk mitigation. These initiatives collectively reflect our unwavering commitment to creating a safe and compliant work environment, reinforcing a culture where safety is an integral part of our daily operations.



26. ALL HANDS MEETINGS AND SAFETY CAMPAIGNS

April – 2024 RGPC World Safety Week Celebration

World Day for Safety and Health at Work is an International day Celebrated every April 28th in many countries worldwide. It was established by the ILO in 2003 to promote safe and healthy working environment.



Dolphin Management Visit- on 21st November





Safety slogan board implementation during GTG outage inspection.

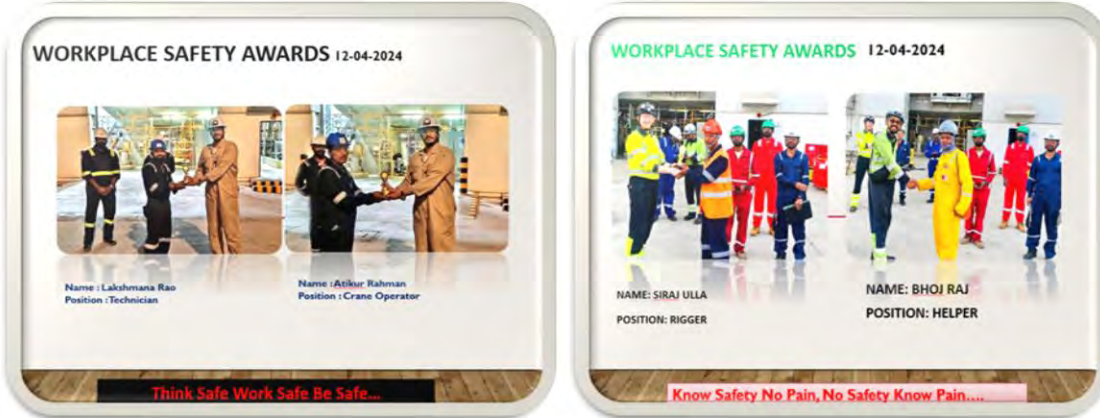
Encouraging employee involvement in safety initiatives is crucial for creating a strong safety culture within an organization. By adopting the strategies outlined in this article, organizations can effectively engage their workforce in safety initiatives, leading to a safer and more productive work environment.

Safe Work Practices in STG Outage inspection.

A workplace health and safety management system can minimize the risk of injury and illness from workplace operations. It is one of the most effective ways to make sure health and safety is embedded across your organization and is a part of everything you do.



Employee Encouragement Session on daily wise during GTG outage inspection



A all hands meeting session was held with workforce to spread the awareness towards Health & Safety repeated observation in the SOR & SWR



All Hands meeting about the issue of non-compliance towards PTW procedures.

- Regarding the non-adherence of permit to work system and procedural non compliance in the plant premises.
- We have been conducted meeting to identify the root causes and the improvement area which need more focus.
- Findings will be reflected in our daily practice.
- We acted against non-compliance to comply with the permit to work system.
- The all hands meeting was conducted by COO Mr. Michael Barren, he specifically mentioned the importance and procedures of Permit to Work System.



Heat Stress management

Awareness session with Main contractor.



27. Heat Stress Awareness & Ice Cream Day with Contractors and Staff

Heat Stress Awareness & Ice Cream Day with Contractors

- Heat Stress Awareness and Ice Cream Day has been Celebrated with all Contractor Personals working with RGPC. RGPC management has participated and ensured the significance of workers wellness and thank them personally for their hard work and dedication during the period of high temperature and continuously following all the Heat Stress Awareness Protocols during the work at RGPC Premises.



Ice Creams were served During The Event

- Ice Creams were served by the RGPC management Team - Commitment to workers wellness by providing a fun and effective way to combat heat stress. It's a simple gesture that can significantly boost morale and strengthen team bonds.



Heat Stress Awareness and Ice Cream Day With RGPC Management and Staff

- A special event hosted by the RGPC management team, dedicated to promoting heat stress awareness and celebrating Ice Cream Day! This event underscores our commitment to your health and Well-Being, while providing a fun and refreshing experience.

Heat Stress Awareness and Ice Cream Day With RGPC Management and Staff

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Safety Stand Down Meeting – Fire Hazards at Cooling Tower Top Side

- RGPC COO has Conducted the Safety Stand Down Meeting With Staffs and Contractor's Key Personals to address the reported safety issue of Leaving used WD-40 cans at the top of a Cooling Tower, especially in high temperatures poses a significant fire hazards due to the flammable nature of WD-40.



ENGIE Safety Manager has visited the RGPC site on 26 November 2024

- Engaged with Contractors:
- Held discussions with the contractors' site supervisor to address safety practices and operational challenges.

ENGIE Safety Manager has visited the RGPC site on 26 November 2024

- Addressed RGPC Employees:
- Emphasized the critical importance of adhering to Last Minute Risk Assessments (LMRA) and Stop Work Procedures to ensure a safer workplace.
- This visit highlighted valuable insights and reinforced our ongoing commitment to safety excellence.



Plant Housekeeping Campaign - RGPC 2024

- Plant Housekeeping Campaign Program conducted on 12th Thursday 2024,
-



World Clean-Up Day

World Clean-Up Day – A Clean Up Event was initiated and conducted on 16 September 2024



RGPC Shareholders Audit

RGPC shareholders audit was carried out successfully from 15 to 26 September 2024.



28. ELECTRICAL SAFETY AWARENESS CAMPAIGN CONDUCTED

Electrical Safety Awareness Campaign

- 3 special MS Teams webinars are scheduled to support the rollout of the campaign
- 15th Oct: Electrical Essential including hazard awareness, PPE, & Electrical Risks.
- 16th Oct: Electrical emergency preparedness and response and response.
- 17th Oct: Key electrical safety lessons and AMEA trends from OMEGA reporting.
- All AMEA assets are required to conduct an Electrical safety Awareness campaign in 2024, A campaign pack has been circulated to all assets.



Electrical Safety Awareness Campaign

- As part of ENGIE's Electrical Safety Awareness Campaign, an hour-long awareness session on Electrical Safety was conducted on 23rd October 2024 at the RGPC Conference Room. The Session has been conducted online for those who can't attend the session in person.



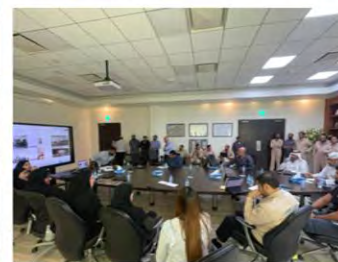
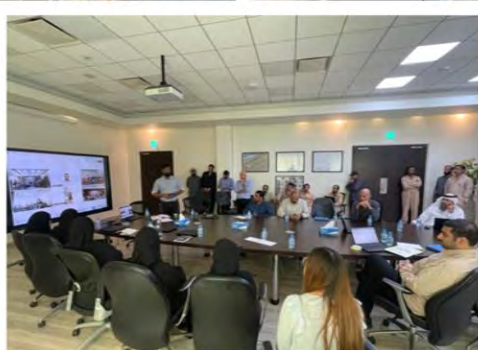
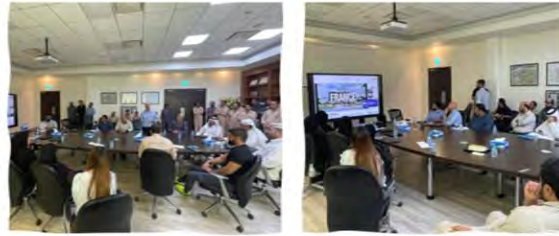
29. SAFETY STAND DOWN MEETING ALIGNED WITH ENGIE

SAFETY STAND-DOWN MEETING Aligned With ENGIE Online

- The focus of the Stand-Down will be on STOP the WORK and LMARA.

- Following are the questions, that were asked and discussed during the sessions based on the primary focus on the identification and prevention of one or two major risks

- What are the major risks to our health and safety?
- How can we improve daily safety?
- What are the key lessons learned from 1 year?



30. SAFE ZONE AWARENESS TRAINING



31. EXTERNAL TRAININGS

First Aid Training and CPR

- We successfully conducted First Aid and CPR training for 107 staff members. Based on request and nominee availability, an additional session will be arranged soon



H2S & Breathing Apparatus Training

- H2S and Breathing Apparatus training are in progress, so far 6 sessions have been completed and the remaining two sessions.



32. Drop Object Prevention Safety Campaign

The following Programs been initiated and planned for action;

RGPC OHS Campaign

Campaign Title- Dropped Objects Prevention Safety Campaign

Proposed Date: 22nd until 30th May 2024

Programs:

- **Introduction email and program kickoff.**
- **Awareness and Education Campaign-** Distribution of educational materials such as posters, flyers, and emails highlighting the dangers of dropped objects.
- **Special Safety Stand-down with staff & contractor man-power.**
- **Toolbox Talks and Training Sessions with staff & contractors-** Focusing on the importance of securing tools and equipment including tool tethering techniques.
- **Joint Safety Tour-** Inspection of PPEs- e.g. Safety harness, lanyard, chin strap while working at height).
- **Interactive workshop and simulation on dropped objects.**
- **Safety inspection and hazard hunt-** Working group to identify the potential dropped objects from the site and hazard hunt around the Plant.
- **Management Walkthroughs and Engagement-** Walkthroughs by management to demonstrate their commitment to safety and engage with workers on drop prevention practices.
- **Cross-Departmental Safety Collaboration-** Collaboration between different departments to share best practices and develop comprehensive drop prevention strategies.



Special Safety Stand-down with staff & contractor man-power.

- Safety Stand Down with Staff & Contractor been conducted to explain about the potential hazards and consequences associated with dropped objects, including injuries, fatalities, and equipment damage, Also highlighted real-world incidents to underline the importance of prevention
- Presented the most effective prevention strategies, such as engineering controls, administrative controls, and personal protective equipment (PPE) usages. To emphasize the importance of a proactive approach to stop incidents before they occur at Workplaces.



Joint Safety Tour

- Inspection of PPEs- e.g. Safety harness, lanyard, chin strap while working at height).
- Joint Safety Tour program been conducted and Nominated persons from different departments and contractors' staffs were attended to identify the to ensured the program achieve the goal.



Interactive workshop and simulation on dropped objects.

Lead by RGPC COO Mr. Michael and RGPC Safety manager Mr. Vinod.

- The interactive workshop on dropped objects focused on raising awareness and preventing accidents caused by falling tools, leftover objects and equipment, particularly in high-risk environments.



Management Walkthroughs and Engagement

- Walkthroughs by management to demonstrate their commitment to safety and engage with workers on drop prevention practices.



9

Cross-Departmental Safety Collaboration

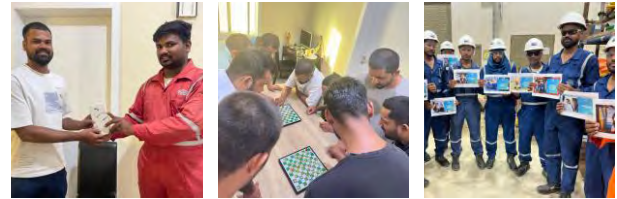
- Collaboration between different departments to share best practices and develop comprehensive drop prevention strategies.
- Encouraging consistency and open communication across departments to help in addressing safety concerns promptly and effectively done.
- These strategies can significantly enhance cross-departmental collaboration, leading to improved safety outcomes and a more cohesive organizational culture.



10

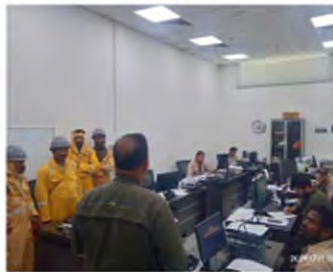
33. No Mind at Risk - RGPC Health & Wellbeing Campaign

The health and wellbeing event were organized to raise awareness about health and mental Stress issues. To promote knowledge about prevention, symptoms and treatments. These events provide educational opportunities, offering workshops, seminars and informational materials on various health and wellness topics. Health and wellbeing events can improve employee morale, reduce stress, and increase productivity, also can have a lasting positive impact on individuals and communities.





Cape had provided Ooredoo Card for all the employees and distributed by RGPC COO.



TBT on Mental Stress and Safety Quiz on Mental Stress Management with RGPC Staffs

34. Slip Trip and Fall Protection Safety Survey – 2024

The Slip & Trip and fall Protection Safety survey was initiated by the RGPC COO as part of an ongoing commitment to workplace safety hazards identification. Recognizing the importance of preventing slip, trip and fall incidents, all departments were informed in advance and requested to nominate representatives to actively participate in this critical event.

The survey aimed to engage all teams in identifying safety concerns across various site locations, emphasizing the significance of proactive hazards recognition. Teams were briefed on the importance of this initiative and encouraged to ensure maximum participation.

Slip & Trip and Fall Protection Safety Survey – RGPC 2024



- It has been planned to conduct a Slip & Trip Survey across the site. The Survey aims to identify and eliminate potential slip and Trip hazards at our workplace; by identifying risks together, we can ensure a safe environment for all employees.

Slip & Trip and Fall Protection Safety Survey – RGPC 2024

- As part of the recently conducted Slip & Trip Safety Survey, the entire team was divided into groups to ensure a comprehensive evaluation of all critical areas, Below is the summary of team assignments and the areas covered.

- Team # A- Areas.

- GTG, STG, HRSG and Sea Water Inlet area.



35. HAND INJURY SAFETY CAMPAIGN – 2024

As a part of Health and Safety program titled “Hand Safety Awareness” RGPC has conducted Campaign on HAND SAFETY topics on 17th Dec 2024. To promote hand safety among Staffs and Contractors to raise awareness about Safe use of hand. We intended to conduct the following programs as part of the Campaign.

- Kick of meeting with staff & our contractors on perceive the importance of using hand gloves
- Demonstration by using less finger for doing some routine tasks from our daily life.

The health and safety event were organized to raise awareness about safe use of hand and fingers in our daily life. Also, addressed the high impact ratio of the hand injuries in our industry by silly ignorance of procedural compliance. The event including demonstration by doing some of the specific task which is doing with the support of limited finger. At the end of the session, attendance is recorded by dipping one palm in any of the five different colors on the banner placed on the side wall of the workshop.



36. SAFETY INCENTIVE PROGRAM – 2024



Safety Incentive Program – RGPC 2024

- The Safety Incentive Awards program has been successfully concluded for the year 2024. Nominations were requested from all departments and nominees were evaluated based on the established procedures and criteria.
- The selection committee finalized the winners, and the certificates were presented in a ceremony attended by our esteemed CEO and COO



Safety Incentive Program – RGPC 2024

- This event served as a significant recognition of the efforts and dedication of our employees toward maintaining and promoting safety across RGPC.



37. MENTAL HEALTH AWARENESS PROGRAM CONDUCTED



Stress Management Workshop and Mental Health Awareness Session

- Stress management Workshop and Mental Health Awareness Session were conducted on 12 December 2024 – Session # 1

Stress Management Workshop and Mental Health Awareness Session

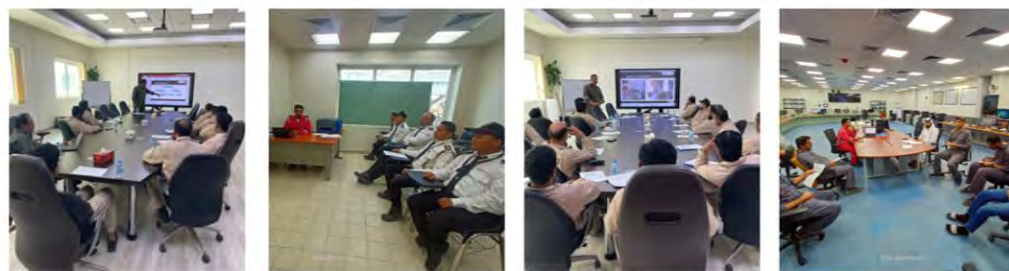
- Stress management Workshop and Mental Health Awareness Session were conducted on 12 December 2024 – Session # 2



38. INTERNAL TRAINING PROGRAMES – 2024

Internal Training has been conducted as per the Annual Training Plan

- Internal Training has been conducted as per the Annual Training Plan, A total of 19 topics were covered and ensure that all the staff attended the training as per their availability.



Internal Safety Training 2024

- Internal safety training are in progress as per our training plan 2024, All are requested to attend the training to achieve the OHS targets as per RGPC OHS Objectives - 2024

39. ALL HNADS MEETING FOR TOATL PLANT SHUTDOWN AND WALKTHROUGH

All Hands Safety Meeting for Total Plant Shutdown

- It is crucial to ensure that all personnel, including staff and contractors, are aligned with the safety protocols and guidelines to maintain a safe and incident-free environment during this critical phase.



Pre-Outage Safety Walkdown Conducted at TPS Activity Area

- It's great that the pre-outage safety walk-down has been completed to ensure all preparatory works align with safety requirements.

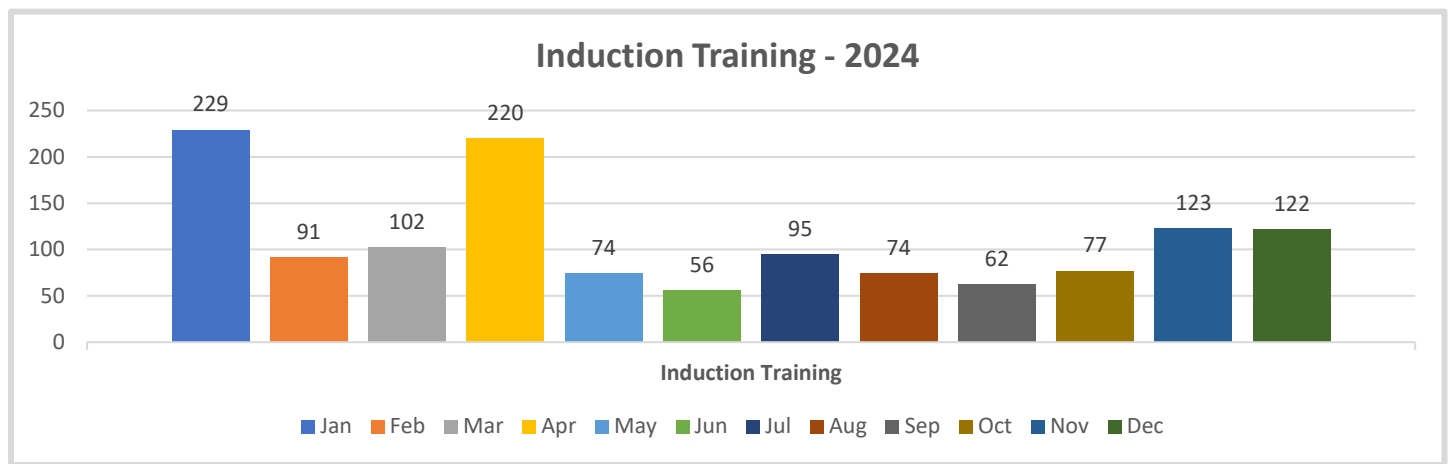


40. RGPC HEALTH AND SAFETY TRAININGS

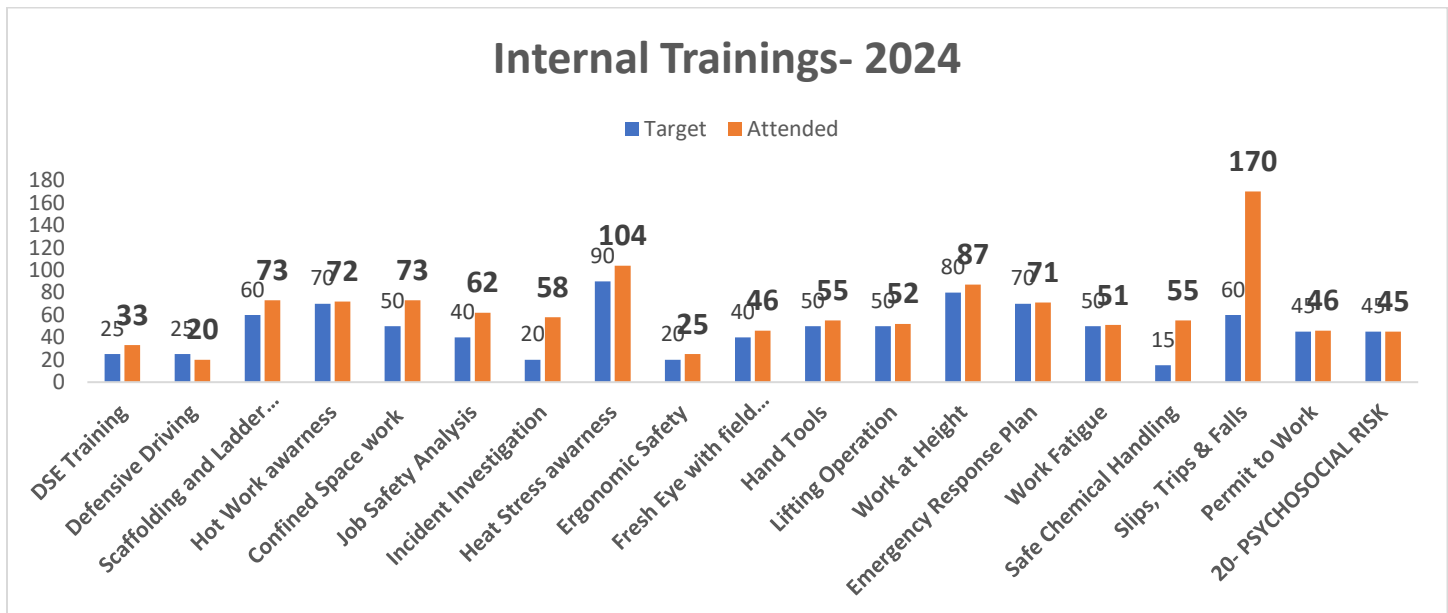
RGPC provides a comprehensive safety training program via e-learning such as Safety Median and GPI learning, in-house delivered training and externally accredited safety courses. RGPC have developed training matrixes comprising different OHS topics selected based on the Plant requirements and previous years employees OHS performance.

Health and Safety Induction

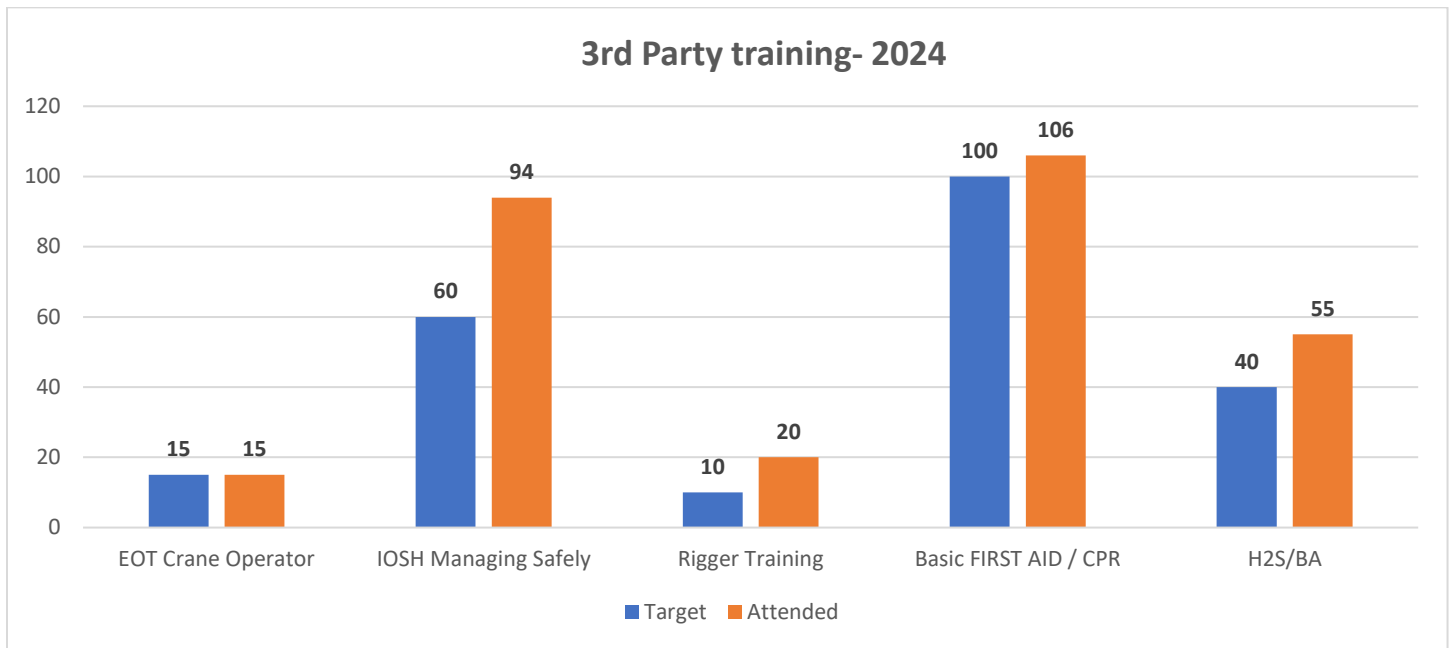
2024	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Induction Training	229	91	102	220	74	56	95	74	62	77	123	122



Internal Trainings for Staff



41. External Training for Staff

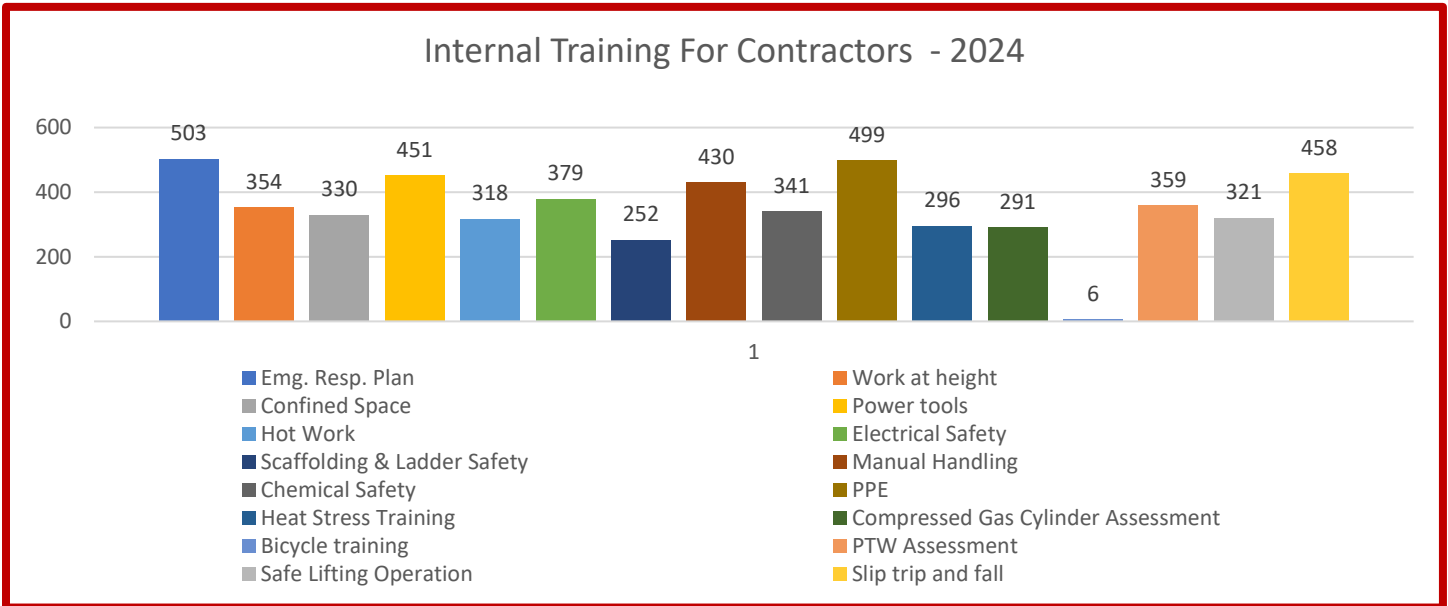


**EOT CRANE
OPERATOR
TRAINING –
PRACTICAL
ASSESSMENTS**



42. The Contractor's Safety Training

A training matrix identifying the health and safety topics for the contractors has been established and the training was conducted.



43. NEWS LETTER

News Letter 1st Edition

OHS NEWSLETTER

RAS GIRTAS POWER COMPANY

2024
1st Edition

The RGPC OH&S Newsletter 2024 1st edition purports to provide a comprehensive summary of the health and safety information's.

Achievements, Awards & Events

- 22.5 Million man-hours without LTI
- RoSPA Highly Commended in the Electricity Sector Award 2023
- Safe Completion of GT & ST outages
- ISO 45001:2018 (Re certification 2022)
- RoSPA Highly Commended in the Electricity Sector Award 2022
- ENGIE Starz Award- 2022-Best Entity on HSE / Best Team on HSE
- RoSPA Highly Commended in the Electricity Sector Award 2021
- RoSPA Electricity Industry Sector Award- Commended 2020
- RoSPA Industry Sector Award- 2019 winner
- RoSPA Industry Sector Award- 2018 winner
- RoSPA International Sector Award- 2018 winner
- RoSPA Industry Sector Award - Highly Commended- 2016 & 2017
- RoSPA Gold Awards - For two consecutive years 2014 & 2015
- ENGIE MESCOT Award- ENGIE MESCOT Award 2017- Best Asset for HSE



The World Day for Safety and Health at Work day which is an international day celebrated every April 28th in many countries worldwide. Established by the International Labour Organization (ILO) in 2003, this aims to promote safe and healthy working environments.

World Safety Week Celebration in RGPC- 2024

OHS NEWSLETTER RAS GIRTAS POWER COMPANY Page-1
OHS NEWSLETTER RAS GIRTAS POWER COMPANY Page-2

HEALTH CORNER - Heat Stress

Heat Stress

Qatar's summer climate is very hot and humid with summer temperatures ranging from 30 to 50 degree Celsius and average relative humidity of 25% to 100%. This climate creates a potentially dangerous situation for those exposed to heat. Exposure to extreme heat can result in occupational illnesses and injuries. Heat stress can result in heat stroke, heat exhaustion, heat cramps, or heat rashes. Heat can also increase the risk of injuries in workers as it may result in sweaty palms, fogged-up safety glasses, and dizziness.



Heat Stress Prevention



- Drink plenty of fluids.
- Plan/Schedule outdoor activities carefully.
- Acclimatise yourself to the hot weather.
- Work under the shade where possible.
- Take regular breaks in cool shaded areas.
- Adopt a healthy lifestyle with proper meals and sleep.
- Follow RGPC Heat Stress Management Program.

Manhours Without LTI



Year	Manhours Without LTI
2009	92,762
2010	380,034
2011	866,833
2012	1,441,880
2013	3,038,899
2014	4,627,649
2015	6,230,443
2016	8,441,171
2017	10,771,148
2018	13,036,078
2019	15,246,259
2020	16,906,061
2021	18,881,139
2022	20,066,928
2023	21,206,640
2024	22,500,000

OHS NEWSLETTER RAS GIRTAS POWER COMPANY Page-1
OHS NEWSLETTER RAS GIRTAS POWER COMPANY Page-2

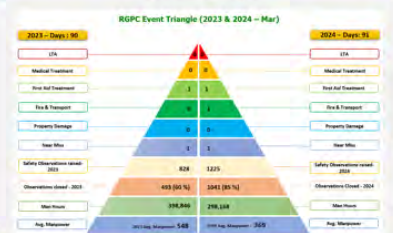
INCIDENTS

Total Incidents: 2024



Category	Count
LTA	0
Medical Treatment	1
First Aid Treatment	1
Property Damage	0
Minor Injuries	5
Other	0


RGPC Event Triangle (2023 & 2024 - Mar)



Category	2023 - Days: 36	2024 - Days: 31
LTA	0	0
Medical Treatment	0	0
First Aid Treatment	1	0
Property Damage	0	0
Minor Injuries	5	1
Other	0	0
Safety Observations closed (2023)	828	1275
Safety Observations closed (2024)	419 (50.7%)	1041 (32.3%)
Observations closed (2023)	290,240	296,128
Observations closed (2024)	145,120 (50%)	148,064 (50%)

Cumulative Man-Hours: 21,204,640 (hrs. Without LTI)


Life Saving Rules (LSR) Violations 2023



Category	Count
LSR-Driving	7
LSR-Confined Space	0
LSR-Hot Work	3
LSR-Lifting	4
LSR-Work at Height	14
LSR-Excavation	0
LSR-Line of Fire	1
LSR-Permit	4

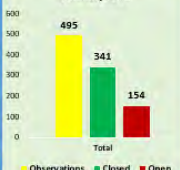
OHS NEWSLETTER RAS GIRTAS POWER COMPANY Page-3
OHS NEWSLETTER RAS GIRTAS POWER COMPANY Page-4

Safety Observation Report Summary 2024



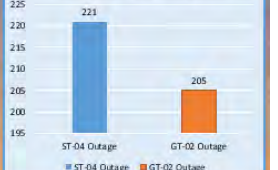
Category	Count
Observations	110
Closed	96
Open	16

Safety Walkthrough Report Summary 2024



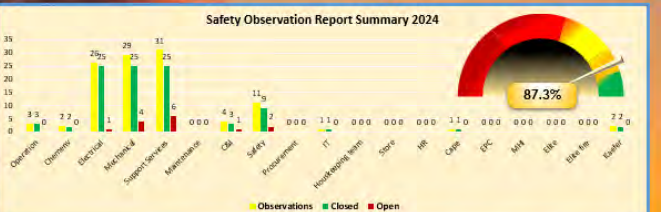
Category	Count
Observations	495
Closed	341
Open	154

2024 Outages Total Observations Raised



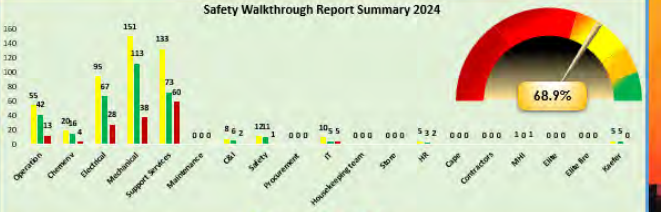
Category	Count
ST-04 Outage	221
GT-02 Outage	205

Safety Observation Report Summary 2024



87.3%

Safety Walkthrough Report Summary 2024



68.9%

OHS NEWSLETTER RAS GIRTAS POWER COMPANY Page-3
OHS NEWSLETTER RAS GIRTAS POWER COMPANY Page-4

News Letter 2nd Edition

OHS NEWSLETTER

RAS GIRTAS POWER COMPANY

2024
2st Edition

The RGPC OH&S Newsletter 2024 2nd edition purports to provide a comprehensive summary of the health and safety information's.

Achievements, Awards & Events

- 21.9 Million man-hours without LTI
- RoSPA Highly Commended in the Electricity Sector Award 2023
- Safe Completion of GT & ST outages
- ISO 45001:2018 (Re certification 2022)
- RoSPA Highly Commended in the Electricity Sector Award 2022
- ENGIE Starz Award- 2022-Best Entity on HSE / Best Team on HSE
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- RoSPA International Sector Award- 2018 winner
- RoSPA Industry Sector Award - Highly Commended- 2016 & 2017
- RoSPA Gold Awards- For two consecutive years 2014 & 2015
- ENGIE MESCART Award- ENGIE MESCART Award 2017- Best Asset for HSE



The following Programs have initiated and planned for actions:

RGPC OH&S Calendar
<ul style="list-style-type: none"> Emergency: Fire - 11/05/2024 (11:00 AM) - 11:30 AM Emergency: Fire - 11/05/2024 (11:30 AM) - 12:00 PM Emergency: Fire - 11/05/2024 (12:00 PM) - 12:30 PM Emergency: Fire - 11/05/2024 (12:30 PM) - 1:00 PM Emergency: Fire - 11/05/2024 (1:00 PM) - 1:30 PM Emergency: Fire - 11/05/2024 (1:30 PM) - 2:00 PM Emergency: Fire - 11/05/2024 (2:00 PM) - 2:30 PM Emergency: Fire - 11/05/2024 (2:30 PM) - 3:00 PM Emergency: Fire - 11/05/2024 (3:00 PM) - 3:30 PM Emergency: Fire - 11/05/2024 (3:30 PM) - 4:00 PM Emergency: Fire - 11/05/2024 (4:00 PM) - 4:30 PM Emergency: Fire - 11/05/2024 (4:30 PM) - 5:00 PM Emergency: Fire - 11/05/2024 (5:00 PM) - 5:30 PM Emergency: Fire - 11/05/2024 (5:30 PM) - 6:00 PM Emergency: Fire - 11/05/2024 (6:00 PM) - 6:30 PM Emergency: Fire - 11/05/2024 (6:30 PM) - 7:00 PM Emergency: Fire - 11/05/2024 (7:00 PM) - 7:30 PM Emergency: Fire - 11/05/2024 (7:30 PM) - 8:00 PM Emergency: Fire - 11/05/2024 (8:00 PM) - 8:30 PM Emergency: Fire - 11/05/2024 (8:30 PM) - 9:00 PM Emergency: Fire - 11/05/2024 (9:00 PM) - 9:30 PM Emergency: Fire - 11/05/2024 (9:30 PM) - 10:00 PM Emergency: Fire - 11/05/2024 (10:00 PM) - 10:30 PM Emergency: Fire - 11/05/2024 (10:30 PM) - 11:00 PM Emergency: Fire - 11/05/2024 (11:00 PM) - 11:30 PM Emergency: Fire - 11/05/2024 (11:30 PM) - 12:00 AM

Inducement towards the drop object campaign.

It's easy for Health and Safety professionals to think dropped objects and falling tools are a problem too difficult to tackle head-on. Often they'll just put a sign:

But we know that's not good enough. By the end of this campaign, everyone will know-how to eliminate these hazards from the elevated area.

Dropped Object Prevention Campaign & demonstration in RGPC- 2024

MUTUAL EXERCISE BETWEEN RUIC and RAS GIRTAS POWERCOMPANY

Event Scenario

During the field inspection in the MEB 2, a person fell down due to fire in the 2nd floor of MEB 2- HVAC unit room.

Accident location Details

Location: Ras Girtas Power Company (RGPC)
 Date: Thursday 13th May 2024 08:00 - 09:00 hrs.
 Event: Rescue from Fire Accident Area - Tier 1



- Providing both parties with the opportunity to practice emergency management in a simulated but safe environment.
- Ensuring that personnel are familiar with their respective response requirements before an actual emergency occurs.
- Establishing a method for systematic, safe & orderly evacuation.
- Identifying potential gaps that could lead to delays or unsafe practices in a real emergency situation.
- Evaluating the response of the Emergency Response Team at the scenario.
- Determining necessary changes to procedures to enhance overall performance.

Manhours Without LTI



Year	Manhours Without LTI
2009	10,762
2010	3,800,000
2011	1,000,000
2012	1,443,000
2013	1,622,000
2014	1,704,000
2015	1,777,000
2016	1,842,000
2017	1,917,000
2018	2,000,000
2019	2,080,000
2020	2,160,000
2021	2,240,000
2022	2,320,000
2023	2,400,000
2024	21,928,933

INCIDENTS



Non-Injury/Injuries: 8
 Property Damage / Vehicle: 2
 Fire And Cause: 1
 Fire Incident: 1

RGPC Event Triangle

2023 - Days: 243 | 2024 - Days: 244

Category	2023	2024
LTA	0	0
Medical Treatment	1	1
First Aid Treatment	1	1
Fire & Transport	1	1
Property Damage	1	1
Minor Inj.	1	1
Safety Observations raised 2023	1549	2320
Observation Closed 2023	1061 (68%)	1490 (71%)
Minor Inj.	827,414	792,714
Reg. Manhours	201 Reg. Manhours: 654	200 Reg. Manhours: 593

Cumulative Man-Hours: 21,928,933 Hrs. Without LTI



Beach Cleaning campaign




All Hands Safety Meeting 2024

Life Saving Rules (LSR) Violations 2023




LSR	Violations
LSR 1	3
LSR 2	5
LSR 3	12
LSR 4	1
LSR 5	0
LSR 6	1
LSR 7	5
LSR 8	0
LSR 9	2
LSR 10	9

Safety Observation Report Summary 2024




Observations: 598 | Closed: 510 | Open: 86

Safety Walkthrough Report Summary 2024




Observations: 1811 | Closed: 1194 | Open: 617

2024 Outages Total Observations Raised



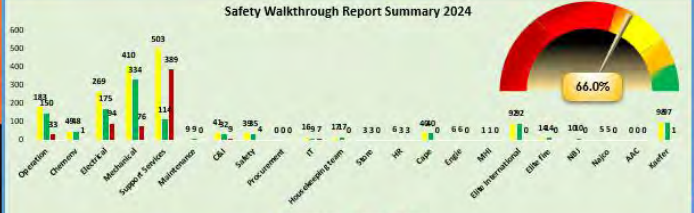
ST-04 Outage: 221 | GT-02 Outage: 205

Safety Observation Report Summary 2024



85.6%

Safety Walkthrough Report Summary 2024



66.0%

News Letter 3rd Edition

OHS NEWSLETTER

RAS GIRTAS POWER COMPANY

2024
3rd Edition

The RGPC OH&S Newsletter 2024 3rd edition purports to provide a comprehensive summary of the health and safety information's.

Achievements, Awards & Events

- 22,222,222 Million man-hours without LTI
- RoSPA Highly Commended in the Electricity Sector Award 2023
- Safe Completion of GT & ST outages
- ISO 45001:2018 (Re certification 2022)
- RoSPA Highly Commended in the Electricity Sector Award 2022
- ENGIE Starz Award- 2022-Best Entry on HSE / Best Team on HSE
- RoSPA Highly Commended in the Electricity Sector Award 2021
- RoSPA Electricity Industry Sector Award- Commended 2020
- RoSPA Industry Sector Award- 2019 winner
- RoSPA Industry Sector Award- 2018 winner
- RoSPA International Sector Award- 2018 winner
- RoSPA Industry Sector Award - Highly Commended- 2016 & 2017
- RoSPA Gold Awards - For two consecutive years 2014 & 2015
- ENGIE MESCART Award- ENGIE MESCART Award 2017- Best Asset for HSE

Electrical Safety Awareness Campaign

It has been planned to conduct a Slip & Trip Survey across the site. The Survey aims to identify and eliminate potential slip and Trip hazards at our workplace, by identifying risks together, we can ensure a safe environment for all employees.



Safety Stand-down Meeting
accompanied with RGPC Contractors Online



Slip & Trip and Fall Protection Safety Survey – RGPC 2024



Hand Safety Campaign



First Aid Training



All Hands Safety Meeting



Life Saving Rules (LSR) Violations 2024



Hand Safety Campaign



First Aid Training



All Hands Safety Meeting

INTERNAL & MUTUAL EXERCISE BETWEEN RBIC and RAS GIRTAS POWER COMPANY

BEST PRACTICES

Event Scenario

At approximately 09:00 hrs., during routine operations at Gas Turbine Generator (GTG 06), a large quantity of lube oil leaks at high pressure from the flange joints of the lube oil vessel. The leaked oil spills over hot pipelines, leading to an immediate fire outbreak. It is insufficient to fully extinguish by internal suppression system.

Date: Thursday 13th Oct 2024 09:00 – 12:00 hrs.
Event: Rescue from Fire Accident Area - Tier -2

RGPC - Emergency Mock Drill - 20 November 2024

Type of Practical Drill: Ammonia leakage from the Ammonia storage tank area. **Date of Emergency Mock Drill:** 20 November 2025 - (Day Shift)
Time Drill Initiated: 09:15 hrs. to 09:37 hrs.
POSITIVE ATTRIBUTES: The volunteer effectively created a well-structured scene, demonstrating a commendable effort. The initial response from the CCR (Central Control Room) was prompt and well-executed. The RGPC emergency response plan proved to be effective, showcasing the success of prior training efforts. The overall performance met acceptable standards and remained in accordance with RGPC procedures.

Stress Management Workshop and Mental Health Awareness Session – RGPC 2024

Stress management Workshop and Mental Health Awareness Session were conducted on 12 December 2024 – Session # 1

Safety Incentive Program – RGPC 2024

This event served as a significant recognition of the efforts and dedication of our employees toward maintaining and promoting safety across RGPC.

Manhours Without LTI

INCIDENTS

Total Incidents 2024

RGPC Event Triangle

RGPC Event Triangle (2023 & 2024 – December)

Category	2023 - Days: 365	2024 - Days: 366
LTA	0	0
Near Miss	3	8
Property Damage	1	1
Fire & Explosion	0	0
Medical Treatment	1	1
First Aid Treatment	1	1
Flux & Tripping	4	11
Safety Observations raised - 2023	3082	3241
Safety Observations raised - 2024	3087 (84.5%)	2811 (88.5%)
Man Hours	1,381,712	1,067,083
Man Hours	1,381,712	1,067,083
Reg. Manpower	421	386
Reg. Manpower	421	386

Cumulative Man-Hours-22,273,723 Hrs. Without LTI



Hand Safety Campaign



First Aid Training



All Hands Safety Meeting

Life Saving Rules (LSR) Violations 2024

Safety Observation Report Summary 2024

Category	Observations	Closed	Open
Total	733	656	77

Safety Walkthrough Report Summary 2024

Category	Observations	Closed	Open
Total	2640	2371	266

2024 Outages Total Observations Raised

Outage Type	Observations
ST-04 Outage	221
GT-02 Outage	205

Safety Observation Report Summary 2024

Safety Walkthrough Report Summary 2024

44. SAFETY MOMENTS Program - 2024

Month	Safety Moment Topic
Jan	Working at Height
Feb	LOTO Lock Out/Tag Out
Mar	Fire Safety
Apr	Electrical Safety
May	Beat the Heat "Heat Stress"
Jun	Dropped Objects
Jul	Heat Stress and First Aid
Aug	Stop Work Authority
Sep	Top Tips to Stay While Using Devices on Public WI-FI
Oct	Inclement Weather / Fog
Nov	Office Ergonomics
Dec	Benefits of MFA – Multi-Factor Authentication

SAFETY MOMENTS - 2024

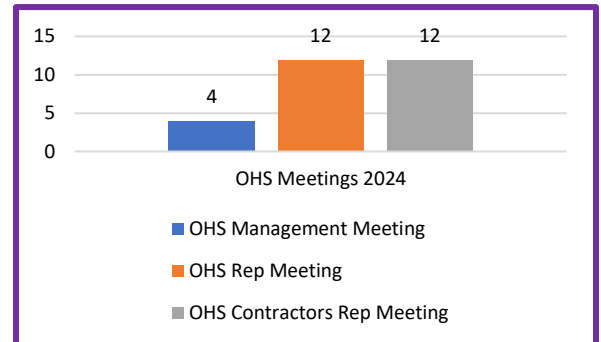
<p>RGPC Safety Moment - Working at Height</p> <p>Causes of DEATHS from FALLS</p> <ul style="list-style-type: none"> Not using fall protection Using defective equipment Improper equipment setup Not being trained and/or not certified Not using fall protection correctly <p>"Your health and safety is our priority"</p>	<p>RGPC Safety Moment - LOTO Lock Out/Tag Out</p> <p>Before starting work verify that there is no live energy</p> <p>Identify all energy sources</p> <p>All Machines/energy storage must be rendered inoperative</p> <p>Locks of energy sources have been locked, tagged and tagged</p> <p>Check there is no live energy and avoid for residual or stored energy</p> <p>Properly verify, Lockout Tag Out (LTO) and remove your lock</p> <p>"Your health and safety is our priority"</p>	<p>RGPC Safety Moment - Fire Safety</p> <p>Fire Hazards</p> <ul style="list-style-type: none"> Flammable liquids, powders Flammable gases Flammable dusts Flammable solids Flammable liquids Flammable gases Flammable dusts Flammable solids <p>HOW TO USE A FIRE EXTINGUISHER</p> <p>Remember: P.A.S.S.</p> <ul style="list-style-type: none"> P - Pull the pin A - Aim the nozzle at the base of the fire S - Squeeze the handle S - Sweep the nozzle from side to side <p>"Your health and safety is our priority"</p>	<p>Safety Moment - Electrical Safety</p> <p>Don't let electricity shock to turn you off!</p> <p>"Your health and safety is our priority"</p>
<p>2024 - Jan</p>	<p>2024 - Feb</p>	<p>2024 - Mar</p>	<p>2024 - Apr</p>
<p>Safety Moment - "Beat the Heat"</p> <p>WATER. SHADE. REST.</p> <p>HEAT STRESS</p> <p>"Your health and safety is our priority"</p>	<p>Safety Moment "Dropped Objects"</p> <p>Causes</p> <ul style="list-style-type: none"> Slip and trips, left aloft Loose objects Loose equipment Overcrowded work areas Poor design / hoisting Environmental conditions <p>Precautions</p> <ul style="list-style-type: none"> Watch out for struck by hazards Use proper lifting techniques Secure equipment Proper work and report Good housekeeping Tool tethering and cover proper PPE's <p>"There is always time to do it right"</p>	<p>Safety Moment - Heat Stress & First Aid</p> <p>HEAT EXHAUSTION</p> <ul style="list-style-type: none"> Head or dizziness Excessive sweating Cool, pale, clammy skin Rapid or bounding pulse Rapid, shallow breathing Weakness <p>HEAT STROKE</p> <ul style="list-style-type: none"> Hot, dry skin High body temperature Altered mental status Loss of consciousness <p>Call 44306666</p> <p>"Your health and safety is our priority"</p>	<p>Stop Work Authority</p> <p>Not AS SAFE as you can be?</p> <p>STOP immediately</p> <p>Remember! No job is so important that the human factor does to position, and work safely!</p> <p>"Your health and safety is our priority"</p>
<p>2024 - May</p>	<p>2024 - June</p>	<p>2024 - July</p>	<p>2024 - Aug</p>
<p>TOP TIPS</p> <p>To stay safe while using devices at Ras Girtas</p> <ol style="list-style-type: none"> Use a VHS Stick to buttons / workstations Wear a communication device at all times Turn Off File Sharing <p>"Your health and safety is our priority"</p>	<p>Safety Moment - Inclement Weather - Fog</p> <p>1. Stop work immediately when fog is encountered</p> <p>2. Notify the supervisor of the situation</p> <p>3. Wait for the fog to clear or for the supervisor to provide further instructions</p> <p>4. Do not attempt to drive through the fog</p> <p>5. Use proper driving techniques when fog is encountered</p> <p>6. Do not use headlights when fog is encountered</p> <p>7. Do not use windshield wipers when fog is encountered</p> <p>8. Do not use defrosters when fog is encountered</p> <p>9. Do not use air conditioning when fog is encountered</p> <p>10. Do not use any other equipment when fog is encountered</p> <p>"Your health and safety is our priority"</p>	<p>Safety Moment - Office Ergonomics</p> <p>Office Stretches and Exercises</p> <ul style="list-style-type: none"> Neck stretches Shoulder stretches Wrist stretches Lower back stretches Upper back stretches Core stretches Leg stretches Foot stretches <p>"Your health and safety is our priority"</p>	<p>BENEFITS OF MFA</p> <p>Multi-Factor Authentication (MFA) is a security process that requires users to provide two or more pieces of evidence to verify their identity.</p> <p>Benefits of MFA:</p> <ul style="list-style-type: none"> Reduces the risk of unauthorized access Prevents account hijacking Protects sensitive data Complies with industry regulations <p>"Your health and safety is our priority"</p>
<p>2024 - Sep</p>	<p>2024 - Oct</p>	<p>2024 - Nov</p>	<p>2024 - Dec</p>

45. RGPC OHS MEETINGS

RGPC Management, Safety Representative and Contractor Meeting – 2024

At Ras Girtas Power Company (RGPC), the Occupational Health and Safety (OHS) Representative Forum continues to play a pivotal role in fostering a proactive safety culture. This forum meets on a monthly basis to discuss critical OHS-related issues, challenges, and improvements, ensuring that health and safety remain a top priority across all levels of the organization.

The forum provides a platform for safety representatives to engage in meaningful discussions regarding workplace safety, health, and welfare matters. Representatives are encouraged to consult, raise concerns, and propose solutions to enhance safety conditions, prevent accidents, and mitigate occupational health risks. The primary objective of these consultations is to identify potential hazards, address safety concerns, and implement practical solutions to create a safer working environment for all employees.



A key component of the meeting structure is the tracking and resolution of action points. All safety-related concerns and recommendations discussed during the meetings are documented in the Minutes of Meeting (MOM) and assigned to the respective responsible personnel. Each action item is closely monitored to ensure timely resolution. Any unresolved issues that persist across multiple meetings serve as an indicator of potential systemic challenges, prompting a deeper review of existing HSE policies and procedures to drive continuous improvement.

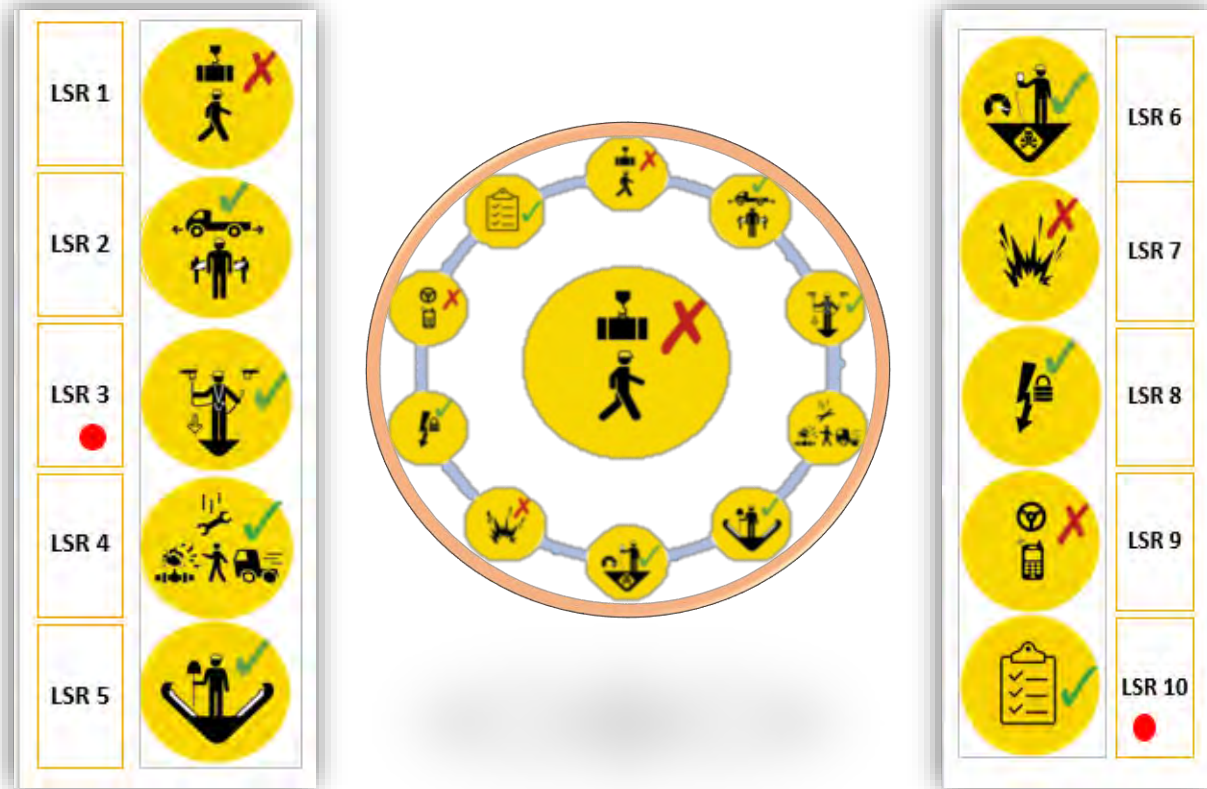
Through these structured safety meetings, RGPC management and safety representatives work collaboratively to reinforce a culture of safety, accountability, and continuous enhancement, ensuring a safe, compliant, and proactive work environment for all employees and stakeholders.

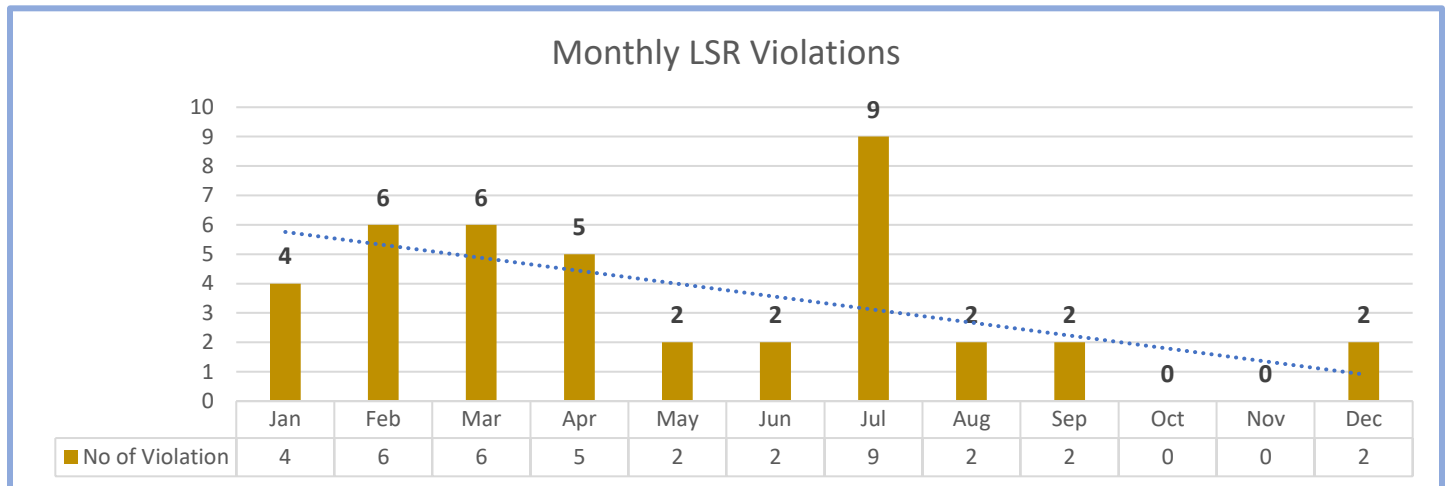
Safety Representative Meeting For Contractors August 2024

- Contractor’s Safety Representative meeting has been conducted for August – We have discussed and highlighted all the current safety concerns and safety requirements.



46. SAFETY VIOLATIONS REPORTED - 2024





47. OH&S AUDITS

In 2024, RGPC successfully completed both the ISO 45001:2018 external and internal audits with zero Non-Conformance Reports (NCRs) and no major comments.



This achievement underscores our unwavering commitment to maintaining the highest occupational health and safety standards across all operations. The successful audit outcome reflects the effectiveness of our safety management system, proactive risk mitigation strategies, and the dedication of our workforce in upholding compliance with international best practices. RGPC will continue to build on this success by further enhancing our safety protocols, ensuring continuous improvement, and fostering a culture where health and safety remain a top priority.

ISO 45001:2018 External Audit – RGPC 2024

- ISO 45001:2018 Surveillance Audit # 2 has been conducted successfully on 22- September – 2024 - Ras Girtas Power Company



48. EMERGENCY MANAGEMENT & PREPAREDNESS

At RGPC, emergency preparedness and response readiness remain a key priority to ensure the safety of our workforce and the resilience of our operations. In 2024, we conducted a total of five mock drills to evaluate our emergency systems and response effectiveness.

- Three drills were conducted in collaboration with RLIC, including:
- Two Tier-2 drills, simulating high-risk emergency scenarios requiring coordinated response efforts.
- One full site evacuation drill, ensuring all personnel are trained to respond effectively in case of a large-scale emergency.
- One internal emergency drill was conducted during the night shift, reinforcing our commitment to 24/7 operational safety and ensuring readiness beyond regular working hours.

These drills provided valuable insights into our emergency response capabilities, tested the effectiveness of our incident command system, and strengthened coordination between RGPC, RLIC, and emergency response teams. Moving forward, we will continue to enhance our emergency preparedness through regular drills, scenario-based training, and continuous improvements to our emergency response strategies.

Mutual Drill with RLIC – Sea Water Reject Manifold Area: Tier – 1 Exercise




Mutual Drill with RLIC - MEB # 2, 2nd Floor HVAC Room - Major fire on MEB No- 2 on second floor in HVAC Electrical room. Tier- 1 Exercise.

Mutual Drill
With RLIC –
MEB # 2




Mutual Drill with RLIC - GTG # 6, Lube Oil Storage Tank Area - Big lube oil leak from the flange joints of GTG-06 & fire



A Tier 2 emergency mutual drill exercise between RGPC and RLIC

- These drills are designated to test the joint emergency response plans and coordination between internal and external parties.



A Tier 2 emergency mutual drill exercise between RGPC and RLIC

- These drills are designated to test the joint emergency response plans and coordination between internal and external parties.

Emergency Evacuation Drill during Day Shift and Night Shift

Scenario in Day Shift: Observed minor Ammonia leakage from the Ammonia storage tank area

Scenario in Night Shift: Lube Oil Spillage during the Oil Top-up, 200 L of Oil spilled on the floor, 4 drums of Oil were being topped up, one drum fell down over due to uneven surface on wooden pellet.

Emergency Mock Drill was conducted on 20th November 2024

- **Purpose of the Mock Drill**
- Ensure readiness for real emergency scenarios.
- Test and improve evacuation plans and emergency response protocols.
- Evaluate individual and team responses.
- Identify areas for improvement in emergency preparedness.



RGPC - Emergency Mock Drill – 20 November 2024

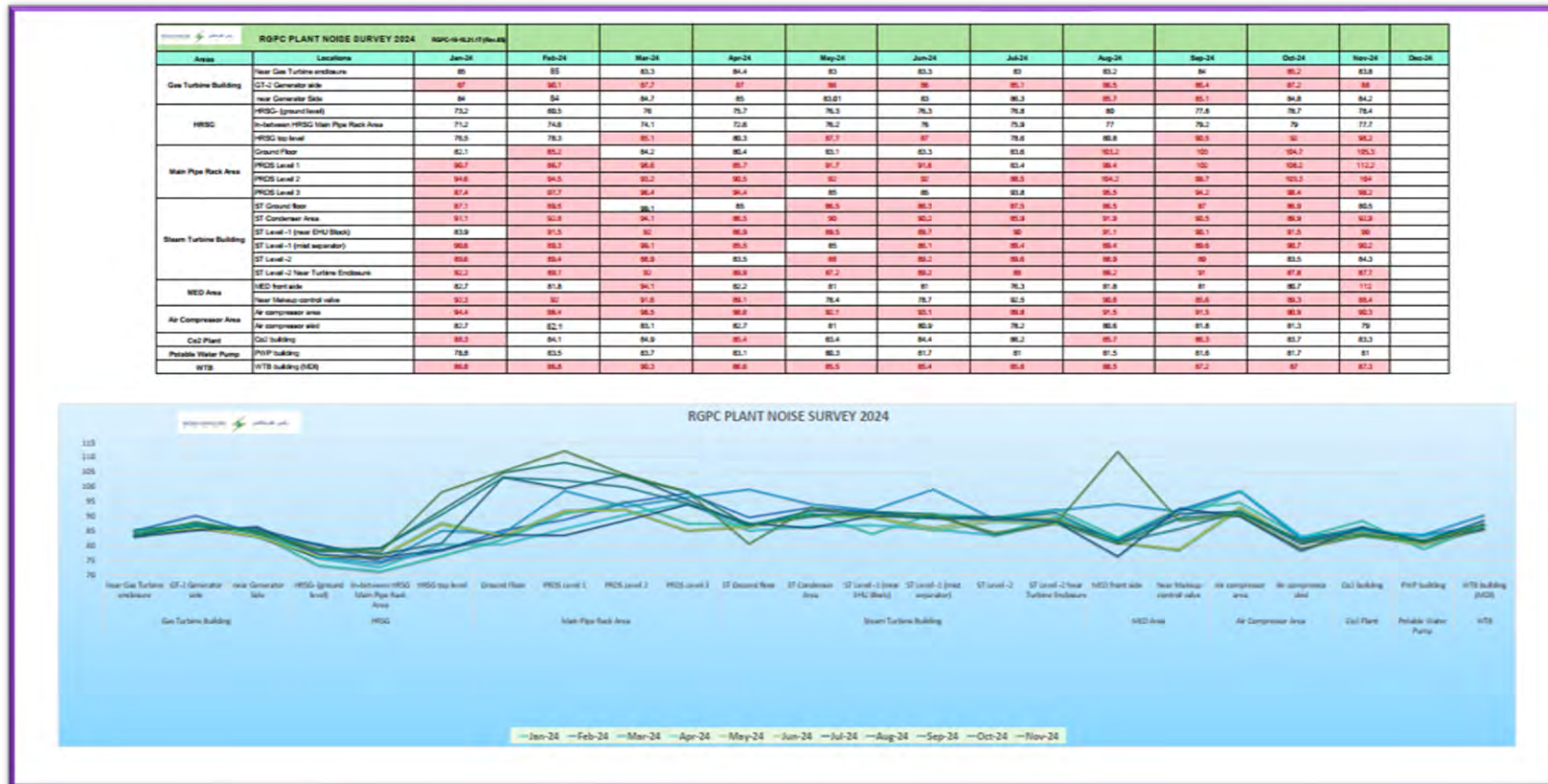


49. Noise Survey

Since noise is one of the high rated risks for RGPC Plant Operations, regular monitoring of the noise level has been carried out on a monthly basis. High noise areas are identified and demarked and signs posted with its actual noise level. A monthly noise survey report has been circulated with all staff for their information.

Below is the sample of the noise survey report

Noise Survey Graph



50. RGPC OHS PLAN FOR 2025

In 2024, RGPC is committed to advancing the health and safety initiatives outlined in this report, building on our past achievements and adapting to new challenges identified through rigorous audits, workforce consultations, and evolving legal and industry standards. In addition to maintaining our strong performance, we have set the following key objectives for the year:

- **Contractor Compliance:** Continue monitoring contractors' working areas to ensure full adherence to OHS standards.
- **Enhanced Management Engagement:** Increase the frequency of management plant tours to reinforce a hands-on approach to safety oversight.
- **Safe Outage Management:** Ensure the safe completion of major outages by applying our proven safety protocols and risk assessments.
- **High Safety Observation Close-Out Rate:** Achieve a close-out rate of safety observations exceeding 95%, reinforcing our proactive approach to hazard mitigation.
- **Occupational Health Initiatives:** Intensify our management of occupational health risks to prevent workplace illnesses through targeted actions such as noise surveys, legionella testing, and heat stress prevention programs. Regular Occupational Health and Safety meetings—including the OH&S Management Review, Monthly RGPC Safety Representative meetings, and Contractor Safety Meetings—will further bolster these efforts.
- **Training and Competency Development:** Expand internal and external training programs to elevate competency and awareness across all levels of the organization.
- **Robust Auditing Process:** Conduct comprehensive internal and external OHS audits, including Permit to Work field audits, to ensure continuous compliance and improvement.
- **Emergency Preparedness:** Execute emergency mock drills, including mutual aid exercises with RLIC and internal emergency drills for both day and night shifts, to enhance our readiness and response capabilities.
- **RoSPA Award Target:** Strive to achieve the RoSPA Award in 2024 as a testament to our commitment to health and safety excellence.



Through these actions, RGPC aims not only to meet our performance targets but to set new benchmarks in occupational health and safety, ensuring a secure, compliant, and continuously improving work environment for all.