

CORPORATE INFORMATION

SUBLIME A. GLOBAL RESOURCES LTD	
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REGISTRATION NO:	RC: 7434422

TELECOM AND CONSTRUCTION INFRASTRUCTURE	<ul style="list-style-type: none">• Tower• Fiber Optics• Hybrid Power• Solar System• MRS• Cable Management• Power Supply• Backup Power Supply• Cooling• Raised Floor• Structured Cabling• Fire Alarm• Fire Suppression• Environmental Monitoring• Access Control• IP Surveillance• Perimeter Monitoring• Civil/Structural Engineering• Building Construction• Road Construction• Real Estate Developer• Borehole and Water Supply• Project Management• Maintained/Renovation• Procurement/Installation• Electrical and Mechanical Services• General Contractor

INTRODUCTION

SUBLIME A. GLOBAL RESOURCES LTD. is a Nigerian based company incorporated on the 6th April, 2024 under the Companies and Allied Matter Decree 1990 of the Corporate Affairs Commission with registration No. **7434422** on the

SUBLIME A. GLOBAL RESOURCES LTD. is a firm of Nigerian consortium of engineers established to provide a professional practice embracing the full range of activities in Building and civil engineering works.

SUBLIME A. GLOBAL RESOURCES LTD. is an indigenous consortium firm with the basic motivation of providing the best indigenous expertise to our country, because it is our fervent belief that this country can only be great when her indigenes are in a position to develop her resources. The high caliber staff of the firm has been extensively involved in the design and supervision of construction of a number of civil engineering development projects all over the country and has acquired considerable experience in this field.

SUBLIME A. GLOBAL RESOURCES LTD.

where innovation seamlessly intertwines with excellence! As a dynamic and forward thinking company, we specialize in delivering transformative solutions across three core pillars: Data Center Projects, IoT Solutions, and Software Development. What sets us apart is our unwavering commitment to providing cutting-edge solutions, establishing us as a trusted partner for businesses aspiring to embrace technological advancements. We pride ourselves on addressing our clients' mission-critical challenges through the innovative application of technology and expertise. Empowered by a team of dedicated professionals, we consistently go the extra mile to deliver outstanding value and productivity, ensuring the success of our customers. At SUBLIME A. GLOBAL RESOURCES LTD, our unique blend of management consultants, engineers, and technology professionals positions us as a catalyst for organizational excellence. We help businesses achieve operational efficiency and optimize technology investments by crafting and deploying solutions grounded in industry-best practices.

SUBLIME A. GLOBAL RESOURCES LTD.

Ownership: creating a widely based Nigerian Organization that will embrace persons of different ethnic groups as an employee/owner of the firm.

Service: providing excellent engineering services at standards acceptable internationally

Techno1ogy: developing good engineering tradition and technology indigenous to this country. The greatness of Nigeria would never depend on her administrators, public relations managers, diplomats etc. alone, but also, and most especially on the ability of her indigenes to develop her technological and

engineering capabilities. It is by this that our country can earn the respect it rightly deserves from other countries.

VISION

Our vision is to reengineer the field of Engineering Service like, ICT Infrastructure, Data Center, Building, Renovation, Rehabilitation Works and Architecture, Installation, Supplies and General Contractors.

MISSION STATEMENT.

As your strategic partner, SUBLIME A. GLOBAL RESOURCES LTD is unwaveringly committed to your success. We believe in building enduring success stories rooted in fundamental and tangible results across all our competency areas, steering clear of quick fixes. Our measure of success transcends short-term gains, focusing on the creation of sustainable, long-term value for our clients.

"To be among the Nigeria's leading ICT and related technical services company, serving selected industry sectors and geographic markets and this will be achieved through the know-how of our people by contributing to the success of our clients through value-added services and by continuous investment in the improvement of our technical and managerial competence."

SCOPE AND CAPABILITIES

The scope of our services includes consultations, investigations and surveys, planning, design, preparation of contract documents and tender appraisal, estimates, engineering management and technical supervision of construction activities. We use the most modern approach, including computers for proffering solutions to engineering problems.

SUBLIME A. GLOBAL RESOURCES LTD. scope of work also includes computer services. Efficient planning, design and supervision of many engineering projects cannot be economically achieved without the aid of the problem solving and data handling capabilities of computers. Considerable use is made of computers in connection with some of the projects undertaken.

SUBLIME A. GLOBAL RESOURCES LTD. has associate firms that can carry out joint venture projects and can receive when necessary back-up support from associated firms for major projects. Consequently, it is able to mobilize a high caliber team of Nigerians and expatriate specialists most appropriate to undertake and carry out any specific assignment to a very high standard.

SUBLIME A. GLOBAL RESOURCES LTD. is able to provide consultancy and construction services in the following fields.

- *Towers*
- *Fiber Optics*
- *Power*
- *Hybrid Power*
- *Solar System*
- *RMS*
- *Cable Management*
- *Power Supply*
- *Backup Power Supply*
- *Cooling*
- *Raised Floor*
- *Structured Cabling*
- *Fire Alarm*
- *Fire Suppression*
- *Environment Monitoring*
- *Access Control*
- *IP Surveillance*
- *Perimeter Monitoring*
- *Civil/Structural Engineering*
- *Building Construction*
- *Road Construction*
- *Real Estate Developer*
- *Borehole and Water Supply*
- *Project Management*
- *Maintained/Renovation*
- *Procurement/Installation*
- *Project Management*
- *Cost control*
- *Environmental Pollution*
- *Ground Water Engineering*
- *Landscaping/ Horticultural*
- *Systems information service*
- *Database Management*
- *Training*

Company Profile

SUBLIME A. GLOBAL RESOURCES LTD. has developed a whole suite of programmes varying

from engineering applications to data and construction management.

SUBLIME A. GLOBAL RESOURCES LTD. has been involved in the system design analysis and development of software and models for various organizations. Members of the computer department have been assigned to different organizations for specific jobs.



INNOVATION:

SUBLIME A. GLOBAL RESOURCES LTD. is intuitive, curious, inventive, practical and bold, which allows us to create new ideas for our customers, our business and employees.

These ideas come from anywhere throughout our global operations.

TEAMWORK: Success requires teamwork. We are collaborative and respect the contributions of each person to the team's success.

RESPECT: We are a global company with many cultures. We respect and embrace people and perspectives from all over the world.

ACCOUNTABILITY: We do what we say we will do. We own a collective responsibility towards customers, colleagues, communities and shareholders.

BUILDING

SUBLIME A. GLOBAL RESOURCES LTD.

employs experienced builders, architects and structural engineering in this field, hence the high standard maintained in all its building projects.

Company Profile

Building projects handled by **SUBLIME A.**

GLOBAL RESOURCES LTD. include the

Company Profile

following: Stadium, Auditoriums, Multi-purpose Halls, Hotels and Resorts, Estates, Shopping Malls and Complex's, Civic Centres etc.

PROFICIENCY IN CIVIL ENGINEERING CONSTRUCTIONS

Our company is quite proficient in the field of civil and structural construction, and prides itself of a consortium of experts (WITHIN AND OUTSIDE THE COUNTRY) with special expertise in concrete and block, structural steel buildings on raft foundations/pilings.



Company Profile



ROAD CONSTRUCTION

Road are the indispensable network for human mobility which directly influence the functioning of trade and human interaction. In view of the significant of road to the Nations positive development, **SUBLIME A. GLOBAL RESOURCES LTD.** extensively and very carefully researches and participates in road construction with the view to providing effective, durable, long lasting and economic road networks. **SUBLIME A. GLOBAL RESOURCES LTD.** is fully equipped technically and resourcefully to undertake rural and urban road construction.

The various lines of road construction engaged in by

SUBLIME A. GLOBAL RESOURCES LTD. are as follows:

- ▣ Surface Dressed Roads.
- ▣ Asphalt Roads.
- ▣ Concrete Paved Roads.
- ▣ Lateritic Rural complete with Drainage.
- ▣ Maintenance of both Rural and urban Roads

Company Profile



EROSION, DRAINAGE & FLOODING

At **SUBLIME A. GLOBAL RESOURCES LTD.** we offer very extensive erosion and drainage flooding solution. Our operation policy always entails the adequate and proper investigation of all data followed by the designing of the solution.

After this stage, proper model testing is carried out using the most modern computer design aids. This ensures that no variables are left to chance and as such, a proper working and tested model structure is created.



During construction, once again data is collected and collated continuously while our site engineers adhere very strictly to all designs provided.

Company Profile

We also as a rule, subject all designs we are given by our clients to the same rigorous testing procedures.

Flooding of urban and rural dwellings remains a major problem during the wet season in some parts of Nigeria. This is mainly caused by very poor drainage infrastructure and inevitable leads to impossible living Condition for the inhabitants of the area as well as destructiv



e erosion problem.

addresses this particular

SUBLIME A. GLOBAL RESOURCES LTD.

problem directly by carrying out extensive test projects and by analyzing data collection form similar projects executed in the country. This produces adequate information which Coupled with our very experienced technical staff makes us very well equipped to tackle flooding problems.

Company Profile

This is done with a view to ensuring proper and efficient operation of the structures with minimal level of maintenance.



BOREHOLE DRILLING:

The bore hole drilling operation is effected in stages viz:-

Stage I: Geological survey. The initial step is to under take a geological survey to determine the depth of the aquifer, good drinkable water and long lasting one.

This is the feasibility work which will reveal the water level and rock basement which will enable us achieve a perfect work.

Stage II: We drill between 35-100 meters depending on the geological survey report showing the water level and basement rock. The basement rock does not pose much challenge as we have the needed equipments to ensure success of the exercise.

Stage III: Drilling, casting, development and installation, Etc.



SUBLIME A. GLOBAL RESOURCES LTD. is able to provide a full range

of Professional *Electrical Engineering Building Consultancy Services* covering Architecture Landscape, Engineering, Project & Facilities Management, Urban and Interior Design.



ELECTRIFICATION PROJECT IN A HOUSING ESTATE



ELECTRICITY TRANSFORMER INSTALLATION

ELECTRICAL SERVICES

- ▣ External and Internal Electrical Power Supply and Distribution.
- ▣ Electronics/Electrical Automated Security Systems.
- ▣ Rural Electrification Scheme.
- ▣ Supply and Installation of Generating System.



Engineering forum sharing technical and practical tips
Related to electrical supply:

USED ELECTRICAL ENCLOSURE

- ✓ Specializing in NEMA 4 Enclosures
- ✓ Stainless Steel, Non Metallic, Euro
- ✓ Related to electrical safety:

ELECTRICAL SAFETY TASTER

Hipot, Ground Bond, Line Leakage testers and more.

Electrical Engineering is a field of [engineering](#) that generally deals with the study and application of [electricity](#), [electronics](#) and [electromagnetism](#). The field first became an identifiable occupation in the late nineteenth century after commercialization of the electric [telegraph](#) and electrical power supply. It now covers a range of subtopics including [power](#), [electronics](#), [control systems](#), [signal processing](#) and [telecommunications](#).

Electrical engineering may include [electronic engineering](#). Where a distinction is made, usually outside of the United States, electrical engineering is considered to deal with the problems associated with large-scale electrical systems such as [power transmission](#) and [motor control](#), whereas electronic engineering deals with the study of small-scale electronic systems including [computers](#) and [integrated circuits](#).

Alternatively, electrical engineers are usually concerned with using electricity to transmit [energy](#), while electronic engineers are concerned with using electricity to process information. More recently, the distinction has become blurred by the growth of [power electronics](#).



Electrical engineers typically possess an [academic degree](#) with a major in electrical engineering. The length of study for such a degree is usually four or five years and the completed degree may be designated as a [Bachelor of Engineering](#), [Bachelor of Science](#), [Bachelor of Technology](#) or [Bachelor of Applied Science](#) depending upon the university. The degree generally includes units covering [physics](#), [mathematics](#), [computer science](#), [project management](#) and [specific topics in electrical engineering](#). Initially such topics cover most, if not all, of the sub-disciplines of electrical engineering. Students then choose to specialize in one or more sub-disciplines towards the end of the degree.

INSTALLATION OF SOLAR STREET LIGHTS

Customer Benefits with **SUBLIME A. GLOBAL RESOURCES LTD.** provides wholesale prices on top brands. Best package prices on Solar Power System and Solar Thermal Systems.

- ❑ We provide the highest level of workmanship so that your installation is efficient, reliable and aesthetically pleasing.
- ❑ We have strategic partnership with world-class manufacturers and solar industry experts for your large project application and optimum solution.
- ❑ **COINMAC INTERNATIONAL INC.** is certified ISO 14001 Environmental Management Systems Company. Our care and support continue well beyond the installation of the systems.



Solar energy benefits everyone

- ❑ Solar Energy is a solution which provides a number of great benefits to you, your community and the planet.
- ❑ A clean, renewable source of energy that is sustainable for the future and it is a great investment that can grow over time like a stock purchase.
- ❑ Solar Systems enhance value to your premises. Public image and marketing differentiation can greatly exceed material cost.

Solar Street Lights

SUBLIME A. GLOBAL RESOURCES LTD. Solar Street Lighting system comprises of four different innovative solar lighting technologies to provide lighting in areas where there is no utility power or where utility power is not viable.

SUBLIME A. GLOBAL RESOURCES LTD. Solar Street Light Systems includes everything you need to install and operate your light immediately.

Supply and Installation of Stand Alone Street Lights Executed by **SUBLIME A. GLOBAL RESOURCES LTD.**

Solar Panels

Solar energy panels are photovoltaic (PV) devices to produce electricity from sunlight. They are made of semiconductors, most commonly the semiconductor silicon.

Solar Panels come in many sizes, colors, performance characteristics and brands **SUBLIME A. GLOBAL RESOURCES LTD.** provides solar panels of world top brands with UL listing, TUV certification and longtime manufacturer warranty at wholesale prices.

SUBLIME A. GLOBAL RESOURCES LTD. supplies whole range of Solar

Panels from 10 watts to 225 watts of world's brands.



Company Profile

MARKETING: We engage in good service delivery and mega marketing approach. That is getting things done at the right time, to the right people with reasonable cost. This is achievable through the team work of professionals of integrity embedded in the company.

MARKETING STRATEGY: This strategy being employed by the company be summarized and classified as follows:

- 1) Professional Quotation: That can be comparable in any market in Nigeria and the world at large.
- 2) Quick and Proper Delivery of service being paid for. We see client interest as paramount in all our operation.
- 3) The use of experts relevant to various work/job at hand which enhanced quality service delivery which the hallmark of our business.

With these strategies we have been able to build a client base that is growing daily. We shall consolidate and improve on our marketing strategy in order to be all time relevant in Nigeria and world at large.

PROCUREMENT

"The right goods and services, at the right time, at the lowest cost". That sums up **SUBLIME A. GLOBAL RESOURCES LTD.** Approach to procurement, and we have the experience, the tools, and know- how to make it work. By providing integrated, reliable, and cost-efficient supply chain management services, we help ensure the success of projects large and small.

PROJECT MANAGEMENT

Project management ties together all activities on a project. A project may be well conceived and adequately financed; the contracts may be carefully drawn up, the contractors and workers highly experienced. But if all aspects of the project are not expertly integrated and managed, it may overrun the budget, fail to meet the schedule, or fall short in technical quality.

SUBLIME A. GLOBAL RESOURCES LTD. is a leader in project management, with experience on some of the most complex engineering and construction jobs ever undertaken. We know how to manage all aspects of even the most complex project, from engineering to procurement to construction and completion. We also are experts at resolving conflicts and identifying issues before they become problems. Our teams focus on the overall picture, establishing priorities and coordinating activities and participants to ensure quality projects that are delivered safely, on time, and within budget.

COMMITMENT TO QUALITY

SUBLIME A. GLOBAL RESOURCES LTD. employees embrace customer-focused, data-driven philosophy and apply it to everything we do. We also work with our customers and suppliers to achieve the highest levels of quality possible.

We continue to build on successes by sharing best practices across all of our businesses, putting the full power of **SUBLIME A. GLOBAL RESOURCES LTD.** behind our quest for better, faster customer solutions.

There are three key elements of quality: customer, process and employee. Everything we do to remain a world-class quality company focuses on these three essential elements.

HSE Management Plan

Of

**SUBLIME A. GLOBAL
RESOURCES LTD**

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PURPOSE

This document is to define the general technical guidelines established by the CONTRACTOR, to provide all personnel with safe operating practices and awareness for the work they perform in the course of their duties during Construction Plant.

The purpose of this plan is therefore:

- To explain the rules and organization set up by the CONTRACTOR to monitor and improve the performance regarding health and safety of employees at work and environmental protection,
- To describe the allocation of responsibilities at all levels of the project.
- To describe some of the tools to analyze, advise and review on health, safety and environmental issues.

SCOPE

This document must be applied to the entire COINMAC INTERNATIONAL INC. Plant construction site, employees, and subcontractors, and must be considered as a minimum requirement. The application of this plan is the direct responsibility of the management and all employees, subcontractors and Vendors involved in its day- to-day application.

DEFINITION OF TERMS

Note: Where the term "CONTRACTOR" is used this includes the contractor and all its subcontractors. Incident: An event or a chain of events that has caused or could have caused human injury/illness and/or damage (loss) to assets, the environment or third parties.

- ✓ **Accident:** Any event that results in injury, and/or damage and/or loss.
- ✓ **Near miss:** Any event which had the potential to cause injury and/or damage and/or loss, but which was avoided by circumstances.
- ✓ **Anomaly:** Any situation having the potential to contribute to an Incident. An Anomaly is an incident factor, which requires to the combined with several others to generate an Incident.

- ✓ **Audit:** Systematic and independent examination to determine whether or not activities and related results comply with planned arrangements and whether not these arrangements are implemented effectively and are suitable to achieve objectives.
- ✓ **Critical:** Qualifies an item of equipment, a product, a service or an operation having the potential to give rise, directly or indirectly, to risks of ill-health or injury, damage to property, plant or the environment.
- ✓ **HSE:** Health, Safety and Environmental HSE improvement plan: A document, which defines the corrective or preventive actions needed to improve 11SF performance. HSE Committee: The committee at the site in charge of monitoring all HSE matters, especially the HSE improvement plan. Site: Defined area where the activity takes place. Management: Management of PROJECT activities at a specific location. Risk: A combination of the probability (or frequency) of occurrence of a defined hazard and its estimated cavity. Simultaneous Operations: Two or more major activities (construction, modifications, production) carried out in the same vicinity at the same time potential interference creating notable risks. Specification: All internal rules and regulations adopted by PROJECT. System: Organization structure, responsibilities, procedures, processes and resources needed to implement HSE management. Approved: An internationally recognized approval authority and/or the company have approved the item or procedures shall: Indicates a mandatory course of action and should Indicates a preferred or recommended course of action. TPA: Third Party Authority. PPE: Personal Protective Equipment. M SDS: Material Safety Data Sheet. PTW: Permit to Work.

HSE POLICY STATEMENT

Health, Safety and Environment Policy Statement **SUBLIME A. GLOBAL RESOURCES LTD.**INC. is committed to the achievement of a Safe, Healthy, Injury free and environmentally sound business. The Project Management Team of **SUBLIME A. GLOBAL RESOURCES LTD.** recognizes that, to ensure well-being of general public,

employees, contractors and environmental sustainability must do all that is reasonably practicable to identify potential Health, Safety and Environmental risks, eliminate them where possible and/or implement effective risk control measures. The objectives which **SUBLIME A. GLOBAL RESOURCES LTD.** considers of greatest importance are:

- ✓ Consideration of health and safety at work and respect for the environment as important as the economic performance of PROJECT.
- ✓ Prevention of exposure to risk in all areas of its endeavors
- ✓ Adoption of an attitude of openness and constructive dialogue with public Authorities and local communities to protect the environment and to safeguard the health, safety and quality of life of those living or working in the vicinity of our operating facilities.
- ✓ Minimization of any adverse effects of its operations on the environment. To meet these objectives of a safe, healthy, injury free and environmentally sound business: **SUBLIME A. GLOBAL RESOURCES LTD.** commits to the:
 - ✓ Establishment of HSE management systems and programs and endorsement of them at all levels.
 - ✓ Education and understanding of HSE systems, plans and practices for all Project personnel and other people involved in activities where there is a chance of personal injury /illness or environmental harm.
 - ✓ Enforcement of all HSE policies, procedures, plans and preventive measures.
 - ✓ Education of HSE management systems, plans and programs to ensure ongoing continuous improvement in providing and maintaining a safe, healthy and environmentally responsible workplace. **SUBLIME A. GLOBAL RESOURCES LTD.** will achieve these commitments by:
 - ✓ Continued development and implementation of management plans to eliminate or control hazards associated with the operations.
 - ✓ Involving all employees in HSE programs through consultation, participation and using an effective proper communication system.

Company Profile

- ✓ Ensuring that HSE policies, procedures and practices are in accordance with the legislative requirements, industry and standards and best practice concepts.
- ✓ Ensuring that all relevant HSE legislation, regulations, codes and licenses are complied with.
- ✓ The development and implementation of training programs to ensure that employees, supervisors and managers are familiar with, and understand HSE principles, policies, procedures and practices.
- ✓ Ongoing implementation of environmental management plans through pollution prevention, eco-efficiency and waste avoidance, reduction, re-use, recycling and natural resource management.
- ✓ Organizing of effective emergency and injury management plan.
- ✓ Ensuring that all potential HSE impacts are considered prior to changes to the business or operations.
- ✓ Providing levels of supervision appropriate to the nature and risk of the task being performed
- ✓ Ensuring that the suppliers and contractors are aware of and comply with **SUBLIME A. GLOBAL RESOURCES LTD.** HSE policies, procedures, practices and legislative requirements where applicable.
- ✓ Conducting regular HSE management audits and inspection in due time, and developing and monitoring defined HSE objectives. All employees, contractors, vendors and visitors shall comply with this present HSE policy whilst involved in **SUBLIME A. GLOBAL RESOURCES LTD.** Project operations. It is the responsibility of all managers and supervisors to ensure understanding, implementation and enforcement of this policy. That HSE policies, procedures and practices are in accordance with the Legislative requirements, industry and standards and best practice concepts
- ✓ Ensuring that all relevant HSE legislation, regulations, codes and licenses are complied with.

- ✓ The development and implementation of training programs to ensure that Employees, supervisors and managers are familiar with, and understand ISE principles, policies, procedures and practices.
- ✓ Ongoing implementation of environmental management plans through pollution prevention, eco-efficiency, and waste avoidance, reduction, re-use, recycling and natural resource management.
- ✓ Organizing of effective emergency and injury management plan
- ✓ Ensuring that all potential HSE impacts are considered prior to changes to the business or operations. • Providing levels of supervision appropriate to the nature and risk of the task being performed.
- ✓ Ensuring that the suppliers and contractors are aware of and comply with **SUBLIME A. GLOBAL RESOURCES LTD.** HSE policies, procedures, practices and legislative requirements where applicable.

10. Conducting regular HSE management audits and inspection in due time, and developing and monitoring defined HSE objectives. All employees, contractors, vendors and visitors shall comply with this present HSE policy whilst involved in **SUBLIME A. GLOBAL RESOURCES LTD.** Project operations. It is the responsibility of all managers and supervisors to ensure implementation and enforcement of this policy, Objectives and goals. The following are the goals and objectives of the HSE Management System:

1. To ensure and display compliance with international Codes and Standards.
2. No (Zero) Lost Time Injuries, permanent disabilities and fatal accidents.
3. No (Zero) Significant Property Loss
4. Exclusion of unsafe conditions/situations on the site.
5. Exclusion of situations that could have a negative impact on employee's health, safety or welfare
6. Exclusion of activities that might have a negative impact on the environment.
7. To preserve COM PANY and Project's image.

COMMITMENTS AND MOTIVATION

SUBLIME A. GLOBAL RESOURCES LTD. is fully committed to this

Health, Safety and

Environmental Policy and Standards and will provide motivation through:

- ☐ Planning all work in a safe manner prior to executing the tasks and conducting risk assessments for non-routine and hazardous activities.
- ☐ Providing a safe facility, equipment, personal protective equipment and safe working procedures.
- ☐ Providing suitable training, supervision, information and instruction to all personnel engaged in Project activities.
- ☐ Accepting and being accountable for the responsibility of accidents and incidents in the workplace.
- ☐ Introducing systems to encourage active involvement of the management workforce and the local community in providing suggestions and proposals for improvements in the HSE performance.
- ☐ Providing active support to the workforce by way of specialist advice in safety and quality areas.
- ☐ Assessing the risks in the workplace with subsequent communication to the workforce.
- ☐ Maintaining an active record of all incidents for continual evaluation/analysis of the Project safety performance so that ways and means for improvement can be developed and implemented. A continuous effort, driven by Project Management involvement, will be made throughout all phases of Project activities to motivate the workforce to take an active part in use issues and activities.

HSE RULES

In order to formulate the necessary standards to be used in the HSE policy, ten basic HSE rules are considered to be the foundation for such standards that have been established to achieve Project objectives. The ten basic rules are:

- i. **SUBLIME A. GLOBAL RESOURCES LTD.** will comply, as a minimum, with national and international laws and applicable local regulations and rules throughout its operations and activities.
- ii. These Health, Safety and Environmental Policy and Standards are to be clearly defined and made known at all levels of the Project. Responsibilities and accountabilities for the associated application are to be identified and assigned in writing.
- iii. Throughout Project's activities and operations, the risks to health, personnel, assets and environment are to be identified and the means by which they are to be minimized/ avoided are to be defined.
- iv. All subcontractors must be evaluated for their ability to conform to the Project's health, safety and environmental requirements that must be clearly stated in the contract. All contract award recommendations must address this issue.
- v. All operations with a potentially critical effect on health, safety and environment are to be covered by procedures that are reviewed and updated on a regular basis.
- vi. Training and competency programs are to be formalized and implemented to ensure that personnel are prepared for the tasks required of them. with particular attention being given to safety and environmentally critical posts.
- vii. Emergency procedures covering communications and actions in case of medical, accident and environmental emergencies are to be maintained and tested.
- viii. All incidents and accidents, including near misses, are to be reported, analyzed and remedial actions taken to avoid re-occurrence.
- ix. All Project's operations and activities are to be assessed by inspection and audits.

- x. Each area of operation will establish objectives and improvement plans based on incident analyses. audit results and risk analyses in order to raise the level of HSE performance.

HSE ORGANIZATIONS AND COORDINATION

The emphasis on protection of project safety, health and environmental standards starts with Contractor corporate management and extends throughout the project organization from the management team to each and every work front on site. As noted, this requires the commitment of all members of the team to meet their own individual responsibilities toward the health, safety and welfare of the project as a whole. The HSE Management Team and team members are charged with responsibility for the implementation of HSE management system and programs for the project as a whole and, as such, play a key role in the success of the project. They not only have a direct hand in the daily direction of HSE matters on the project, they have responsibility for supporting all members of the project team through the review of safety features, the review of construction plans and methods, the provision of proper training and safety guides, the supply of safety tools and equipment throughout the site, the auditing of working practices, advising on preventative measures and implementing safety improvements as required. In addition to this primary role in preventative action, the HSE team will act as leaders of the first line response teams in the event of accidents or incidents. Contractor will submit its site specific HSE Manual for COM PANY approval as soon as well prior to commencement of work at site. However, the principles of organization will be as follows

Management

- ☐ The Project Manager acts as the sponsor for project compliance with Project HSE Policy for the whole project. He is also a member of Contractor's corporate HSE Management Committee and answerable to them for conduct of HSE Policy on the project.
- ☐ The HSE Manager for the project will be assigned at an early stage and. immediately well prior to the commencement of work

at site. He will report directly to the Project Manager at this initial stage and, with the support of project management, select the members of his team who will participate in initial safety reviews in Project.

Personnel

- ☐ The site HSE supervisors will be assigned in sufficient numbers to ensure that full time coverage and support is provided at every major work face. Contractor's policy is to ensure that all field supervisory staff, from Construction Manager to the field foreman level, plays a proactive role in protecting the health, safety and welfare of the work force on the site. This policy ensures the maximum number of field personnel are given direct responsibility, and accountability, in the direct achievement of site health and safety goals.
- ☐ The HSE Manager and his supervisors will be responsible for the necessary training auditing and support necessary to ensure that Contractor's construction supervisory team, and that of sub-contractors, can exercise this responsibility at all times. Site management shall carry out regular reviews of the HSE organization in order to confirm its suitability to fulfill the stated HSE objectives.

PROCEDURES FOR IMPLEMENTATION OF THE BASIC RULES

In order for HSE policy to be effective, the necessary HSE manual for implementation of the ten basic rules must be addressed and followed. For the implementation, the following guidelines shall be adopted:

- Regulation Monitoring
- Contractor

Contractor ensures to establish and maintain procedures to identify, collect, update and communicate to all concerned parties and to enforce the legislative and regulatory texts applicable to its activities.

Contractor ensures that no activity is undertaken if the required official authorization for its execution has not been obtained.

PERSONAL PROTECTIVE EQUIPMENT (PPE)

The Contractor will provide the full range of personal protective equipment and clothing to ensure the safe working of the work force. As noted, no personnel will be admitted to the working areas prior to receiving suitable PPE. This applies to visitors to the site who shall also be issued with the PPE required for their specific activity. All gears will be “purpose approved” for the service and selected with the advice of the HSE Supervisors for the specific task

BODY PROTECTION The Contractor provides protective clothing and equipment to all its employees engaged in work where such devices are required to protect them from injuries and health hazards

HEAD PROTECTION Approved safety helmets shall be worn at all times when working or visiting any of the work site

EYE AND FACE PROTECTION

Protective goggles, safety glass spectacles, visors or screens of approved type shall be worn to give protection to the face and eyes against the effects of welding arcs, sparks, chipping, hydrocarbons, chemicals and injurious light rays.

HEARING PROTECTION

Earmuffs or earplugs shall be worn in areas designated as “Noise Areas” as normally more than 85 dB or whilst operating equipment with a high noise level, Such as generators, air compressors, high pressure service lines, etc.

FOOT PROTECTION

Only approved safety footwear shall be considered satisfactory for use, when working in or visiting operating areas and / or work sites. Footwear having

external steel toes or heel plates or fitted with metal studs will be strictly forbidden in all areas.

HAND PROTECTION

General-purpose hand gloves provide protection against usual job hazards such as slipping, abrasion, dirt, oil, grease and moderate heat. These shall be worn at all times during the normal course of work. Suitable heat protection gloves will be provided for welders/fitters exposed to welding, cutting flames, heating torches etc. and shall be worn at all times when tasks requiring this type of protection are performed. Gloves should not be worn while working with running rotating equipment to prevent the risk of entanglement.

SAFETY HARNESS AND LIFELINES

Safety harness with lifeline shall be worn when any work is carried out from an exposed position and 2 meters or more above ground. Static lines will be installed for use at elevation along pipe racks and structures. All persons required working in confined spaces where there is a deficiency of oxygen or which contains toxic or noxious gases or fumes will wear a safety belt and life line in addition to the appropriate breathing apparatus

Communication

- ☐ A system is to be set up to ensure that personnel, including subcontractors employees, are kept regularly informed regarding HSE matters, can discuss or acquire information relevant to current issues relating to HSE, and that questions raised will receive appropriate action.
- ☐ Language problems shall be identified and measures taken to avoid any risk of misunderstanding. Clarity of communication is to be addressed regularly.
- ☐ In case of a major accident. Project in co-operation with site management shall be prepared for communication with local

communities, public authorities, the press, families of concerned parties and partners. In this respect, an Emergency Management Team consisting of representatives designated by Project shall be organized.

☐ The authority and responsibilities of these representatives shall be specified in writing.

a. Risk Evaluation

b. General statement

Contractor accepts that some of its operations may, unless properly controlled, create risks to members of its staff, and others, and will take all reasonably practicable measures to reduce these risks to an acceptable level. Contractor will take all reasonable steps to ensure that risks assessments are carried out which will detail the range of hazards associated with working operations together with any necessary remedial actions. Any employee who discovers a hazard during working operations should report the hazard to management so that the necessary remedial action can be taken.

PROCEDURES FOR DEALING WITH HSE ISSUES

The current system for discussing Health and Safety issues with employees is via HSE team. The employee safety coordinators provide an avenue which any concerns raised by employees, emanating from the risk assessments, can be brought to the attention of senior management for more formal discussion. Contractor will delegate the HSE manager as the manager with special responsibility for the implementation and operation of the risk assessment process. HSE manager provides the management with the necessary knowledge, information and resources to ensure the proper operation of this process.

CONTROL AND MONITORING

The purpose of the risk assessment is to formulate a system of control for hazards associated with daily working environment and working practices. To achieve this a proper system for the formulation of remedial actions to cater for the hazards identified has been developed. All items of concern

arising from the completed risk assessment procedure are discussed by the HSE team. The assessment team leader will detail members of the team to be responsible for monitoring implementation of the recommended controls, assessing the efficiency of the controls and making any additional recommendations.

WORK PERMIT SYSTEM

Working in a petrochemical plant involving hydrocarbon and toxic material presents special risks and, in order to provide safe working conditions, a Work Permit system shall be followed. This is a comprehensive permit to work system and will be reviewed and agreed with COM PANY prior to work in any area or on any systems deemed to be potentially hazardous and subject to the Work Permit System for the operating plant.

FUNCTION OF THE WORK PERMIT

The basic purpose of the Construction Work Permit system is to prevent injuries or harm to personnel. Protect property from damage and ensure that all work is carried out in the safest possible manner. The Work Permit also fixes responsibility and authority of each party for the safe execution of the works.

It should be clearly understood that adherence to the system does not in itself guarantee freedom from risk. Therefore, all personnel involved in the task shall ensure that safe practices prevail throughout the work period. The Construction Works Permit system is devised to allow work to be carried out within the designated period and construction areas. The work permit serves the following functions.

- ✓ Prescribe the nature of the work and the way of execution
- ✓ Specify the places and equipment on which persons are, for a specified time, allowed to work
- ✓ Proscribe the conditions (isolations, gas-test, ventilation, etc.) that must be observed during the work
- ✓ Details any remaining hazards and precautions to be taken

- ✓ Bring to all parties' attention the steps that have been taken and that shall be maintained to make the area/plant safe for work to be carried out
- ✓ Gives written permission for work to be done,
- ✓ Provides for auditing and reconfirmation of safe working conditions during the course of work

WORK PERMITS

The following types of work permits, although not normally applicable to most work, may apply uncertain specific cases to construction work carried out in the designated "unrestricted" work areas;

- ✓ Excavation Permit An Excavation Permit is required for any excavation in an area where the absence of existing underground facilities cannot be confirmed there is existence of risk of falling and' or risk of collapsing.
- ✓ Cold Work Permit A Cold Work Permitting system is required for all general construction work on the plant and equipment that does not involve activities related to Hot Work as described below. This will provide for general observance and surveillance of safe work practices; and provide an audit tool for work safety.
- ✓ Hot Work Permit Hot Work Permit is required for work carried out in the construction area if the use of a local source of ignition is capable of igniting flammable gases, liquids or any other materials that may be present. Examples in the construction area are welding. burning, grinding, open fires, etc around confined stores of chemicals. gases, etc.
- ✓ Confined Space Entry Permit Required for personnel entry into confined spaces that could be subject to the presence of hazardous materials or present a deficiency in fresh air. Deep manholes subject to ground water leakage or tall vessels with no controls on manhole closure are just two examples.

- ✓ Electrical Permits Prior to work on electrical circuits/equipment. an electrical permit shall be used. The authorized competent Person shall isolate the power from sub-station. If a multi-lock system is required, each concerned person shall register as required.

RADIOGRAPHY ACTIVITY PERMITS

Road closure permits
Post Weld Heat Treatment (PWHT) permit

Hazardous Substances

Products, materials or substances considered as hazardous by local regulations or the international standards of reference, must be identified with an indication of where they are stored and in what quantities. For each hazardous product, a safety data sheet shall be available on-site. Dangerous waste are to be segregated, stored safely and taken off-site using approved methods and properly qualified service companies.

Procedures shall be in place to cover:

Information and documentation of Hazards the course the label, as "Safety Inducted" will be stamped on the gate pass card and in addition one HSE induction card will be issued

Alcohols and Drug Prohibition, Smoking Restriction

- ✓ No alcoholic beverages or illegal drugs are permitted on worksite. The Contractor shall ensure that Personnel is made aware of and fully comply with this prohibition
- ✓ No smoking takes place in the non-smoking areas.
- ✓ Safety at work is not jeopardized by any kind of narcotics and drugs, which may include some medical drugs, affecting the sense of view balance or awareness.

Emergency Preparedness

- ✓ Emergency procedures covering communications and actions in case of medical, accident and environmental emergencies are to be maintained and tested.

- ✓ Contractor establishes and updates emergency procedures, including medical evacuations, which define immediate actions to be taken in the case of an accident or hazardous situation.
- ✓ For certain critical scenarios (major accidents) the emergency procedures shall include contingency plans that define the organization of assistance, emergency action methods and the means available for controlling the situation. For those scenarios wherein the local communities may be affected, the system shall be developed to ensure community awareness and assistance, if applicable, is included.
- ✓ The procedures and contingency plans are to be evaluated and updated regularly through exercises and drills. The procedure applies to all operations on and associated with the construction activities on the Project. It applies to the activities of subcontractors under the supervision or control of Contractor. It applies to the following situations:
 - i. Fire/Explosion
 - ii. Chemical spill or release
 - iii. Sabotage
 - iv. Natural disaster
 - v. Traffic accident
 - vi. Medical evacuation

Emergency equipment and personal protective equipment and clothing shall be inspected regularly and reviewed at appropriate intervals in order to verify suitability and good working order

- ✓ Identification and inspection of equipment
- ✓ Equipment critical to HSE performance is to be identified
- ✓ For identified critical equipment, an inspection schedule defining the method and frequency of inspections and tests and the measures to be taken to ensure that an item of equipment is not used unless its compliance with specified requirements has been verified shall be established. Collective actions are to be taken regarding all non-conformities detected during inspection.

- ✓ ~~Contractor~~ establishes risk of failure of critical equipment, including preventive maintenance program shall be developed, implemented and periodically reviewed to ensure adequacy.
- ✓

ENVIRONMENTAL MANAGEMENT

- The Contractor will develop detailed procedures covering the handling, treatment and disposal of liquid and solid wastes generated in the course of the Project.
- To implement the Environmental Management System into the Project site, the following items shall be inspected continuously.
- Hazardous Chemical and Waste Material collection/storage/disposal areas.

Oil and Chemical Spillage.

- Solid Waste Materials (rubbish, garbage, etc...) generated from the Camps and Site areas.
- Dust control on the unpaved roads. 5. Housekeeping around all Site areas.
- Waste water Treatment.
- Good housekeeping is an important part of the site Safety and Loss Prevention Plan. Good housekeeping practices, when practiced as part of normal work methods, will lead to increased productivity. reduced materials and tools losses and a much safer, more hygienic and easier area in which to work. The Contractor will ensure that the tools, equipment and resources necessary for the maintenance of site cleanliness and orders are provided Fatality Etc.

INCIDENTS AND CORRECTIVE ACTIONS

- ☐ All incidents and accidents are to be reported, analyzed and remedial action taken to avoid re-occurrence.

- ☐ Contractor establishes a procedure for incident (accident or near miss) and anomaly processing. This procedure is to cover reporting, analysis of the causes, evaluation of potential damage and implementation of remedial actions.
- ☐ All incidents are to be reported formally to site management. For serious accidents, transmittal of this information shall be immediate. A comprehensive report shall be issued.
- ☐ Incidents with obvious lessons for other departments of Project are to be reported in such a way as to allow feedback across the Project organization.

Audits and inspections

(1) Audits

- ✓ Audits of the HSE system are to be organized on a regular basis in order to check that procedures are applied, comply with the requirements of the present document and are suitable for achieving objectives.
- ✓ A schedule of audits stipulating the activity to be audited, those responsible for the audit and the reference documents to be used is established.
- ✓ A report indicating any observed nonconformity shall be issued for each audit. This report is to be delivered to the head of the audited activity that proposes and implements the corresponding corrective actions.

Planned Checks

Planned general checks are to be organized regularly in all sectors of the activity. Corrective actions are to be applied to any nonconformity detected.

Health and Hygiene

The Contractor will provide and maintain the facilities and services necessary to provide First Aid medical treatment for all site personnel. This service will provide for both the minor first aid needs, which can readily and properly be taken care of on site, and for the immediate emergency aid required for those injured or seriously ill requiring more extensive care and/or treatment at outside facilities. The Contractor will maintain adequate hygiene levels due to consideration to the local climate, and in particular for:

- i. Potable water to be provided in sufficient quantities and meeting Health Organization specified quality.
- ii. Food storage and processing
- iii. Sanitary services
- iv. Adequate camp and accommodation facilities conditions

HSE IMPROVEMENT PLAN

- ✓ Each area of operation will establish objectives and improvement plans based on incident analyses, audit results and risk analyses in order to raise the level of HSE performance. Site management shall establish an HSE improvement plan that will allow monitoring of:
 - ✓ Achievement of objectives,
 - ✓ Corrective actions following incidents,

Corrective actions regarding non conformities observed during internal and external audits, self- and imposed inspections, impact monitoring on the environment, training, exercises/drills and integrating experience gained from incidents outside Project, Risk assessment and preventive actions. Action required by this document, Complaints from local inhabitants or local authorities.

The HSE Committee shall have the responsibility to collect information relative to the incidents; set priorities according to the risks incurred and monitor corrective actions that are integrated into the HSE improvement plan.

NIGERIA CONTENT POLICY

Our policy is geared towards developing and improving local indigenous capacity building in the Nigerian oil and gas industry with a view to enabling Nigerians take active participation in order to improve the growth and development of the Nigerian economy.

SUBLIME A. GLOBAL RESOURCES LTD. Local Content Policy is to recruit suitably qualified Nigerians with emphasis on the Niger Delta Region in all operations where requisite resources are available locally without compromise to quality, technical integrity and operational effectiveness. The entire work force presently consists of 100% Nigerians.

SUBLIME A. GLOBAL RESOURCES LTD TECHNOLOGIES LTD. policy statement for local content Implementation is;

11. To establish optimum degree of Nigerian content without compromising its objectives of operational effectiveness.
12. To Train Engineers, Technicians, environmental managers and other staff during execution of projects, so that future projects could attain higher levels of Nigerians participation & improvement.
13. To expose our staff to new technologies through on the job or overseas training to be applied in the construction, supply, consultancy services and gas industry.
14. Ensure that expatriate technical partners are disposed to working harmoniously with locals and sub-contractors through cultural

education initiatives to embrace transfer of technology and to reap all rewards that mutual understanding and respect bestow.

SUBLIME A. GLOBAL RESOURCES LTD. focuses on training the work force as a trained worker is an invaluable asset; hence employees are encouraged to take full advantage of this gesture to developing and improving on their knowledge and safety awareness. The level of training depends on the type of task and level of supervision required. This is aimed at acquainting the worker with the work processes, necessary skills and behavioral attitude requirement.

QUALITY C ONTROL POLICY

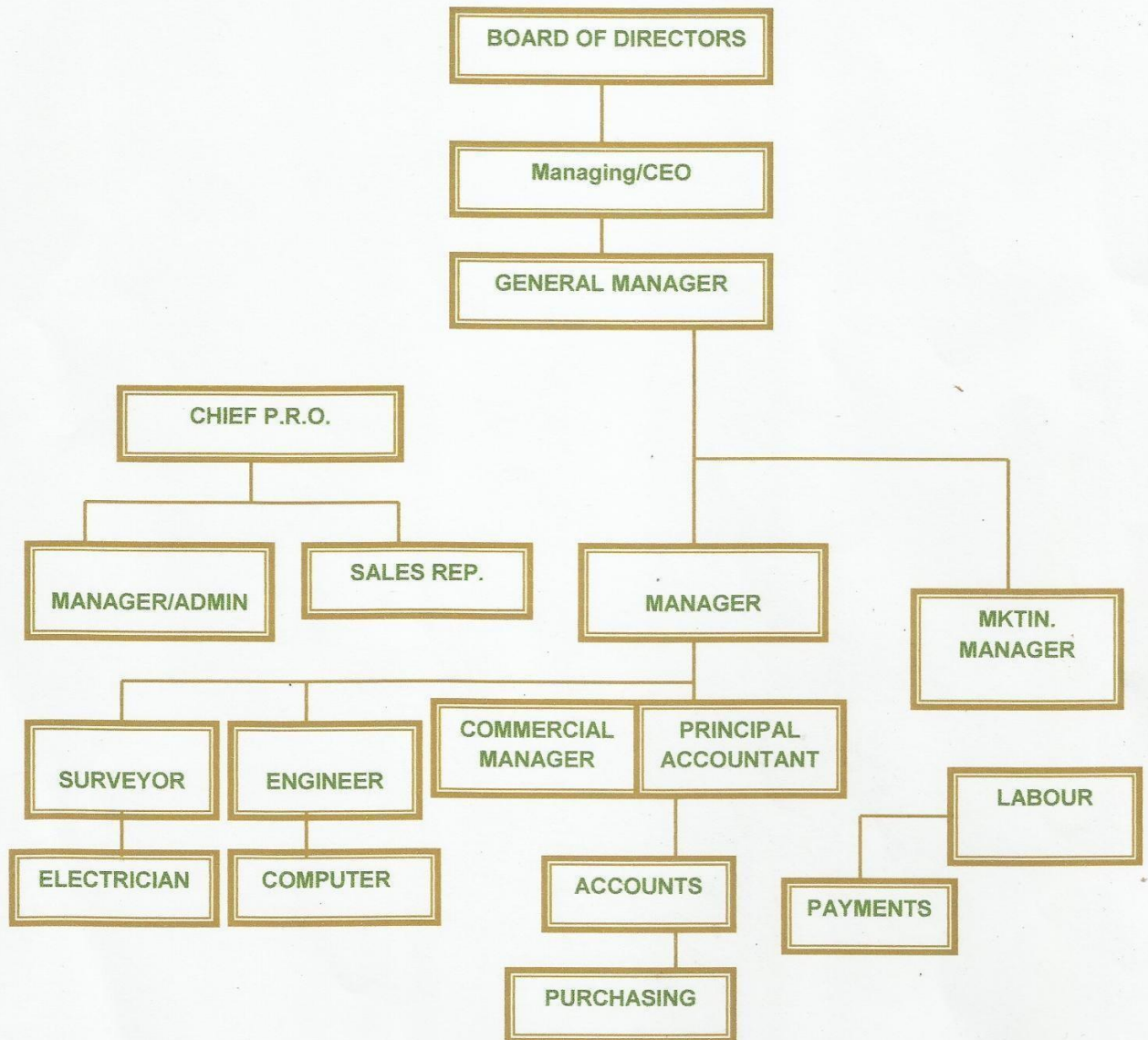
SUBLIME A. GLOBAL RESOURCES LTD. is committed to providing exceptional services to our clients. We believe that quality is a basic business principle, and that quality management is an integral part of every project.

Our goals are to:

- ☐ Recognizing the high quality demand of environmental data & interpretations and provide means of assuring quality at all times.
- ☐ Provide all required resources and training to meet our quality commitments.
- ☐ Apply the best available practices & technologies in consonance with national and international standards in order to meet our client requirements.
- ☐ Strive at all times to satisfy our clients & exceed their expectations.

- ☐ Take a systematic approach to quality management that is designed to achieve continual process improvement.
- ☐ Involve employees at all levels of the organization in quality management.
- ☐ Foster a culture in which all employees share this commitment.

ORGANOGRAM



**LIST OF
EQUIPMENT**

We as a corporate organization have easy access to engineering equipments, both owned and hired at any level of operations. These equipments are at our disposal and also handled by highly trained and professionally skilled personnel who are trained to cope with changes in the construction industry.

☐ Concrete Mixer	6
☐ Concrete dumper	5
☐ Trucks (20 Tons capacity Tipper)	4
☐ Mechanical excavator	2
☐ Scraper	2
☐ Vibrator and Fokker	2
☐ Water tanker	3
☐ Gee Pee Water Tanks	20
☐ Lister Generators	2
☐ Welding machines	3
☐ Cutting equipments	2
☐ Hammer machine	2
☐ Hilux pickup van	2
☐ Self loader	1
☐ Paint spray equipment	10
☐ Wheel barrow	100
☐ Pumping machines	20