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# MAN news

| JANUARY 2015 | NEWSLETTER ISSUE 6 |

IN FOCUS

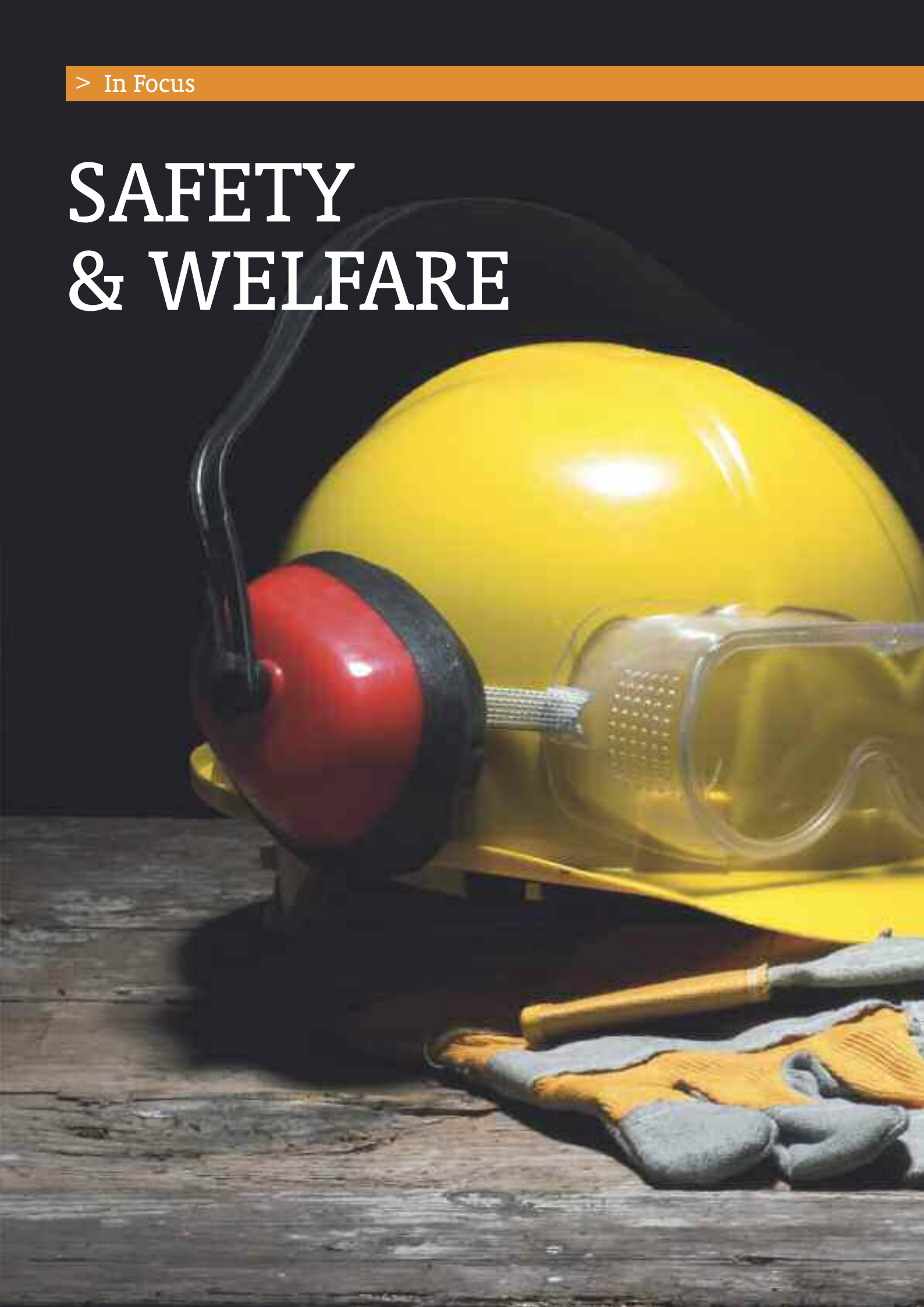
## SAFETY & WELFARE





> In Focus

# SAFETY & WELFARE



MAN Enterprise is committed to achieving high standards of occupational health and safety on all projects in Lebanon, Qatar, UAE, Iraq, Libya, and Ghana.

We at MAN Enterprise adhere to the principle that the health and safety of employees should be given the first and foremost consideration at work. In addition, as per the management strategy, it is as much a part of effective project planning and control as are costs, schedules, procurement, and quality.

We have chosen to be proactive for moral, legal, and financial reasons, among others. As for the bottom line, the figures are clear: the cost of an accident is 4 to 8 times more expensive than the cost of actions to prevent it. Through a process of self-improvement and continuous evaluation and controls, we have been able to achieve an optimal health and safety status with minimal injuries on our projects under the areas of operation.

As worldwide statistics show that the successful implementation of health and safety strategies have reduced the number of fatalities over the decades (Fig. 1), the statistics of our organization have shown a decrease in the accident severity rates (Fig. 2).

## NUMBER OF FATALITIES

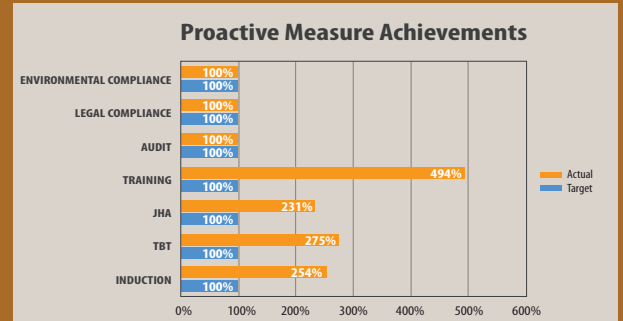


Figure 1

## ACCIDENT SEVERITY RATE AT MAN ENTERPRISE

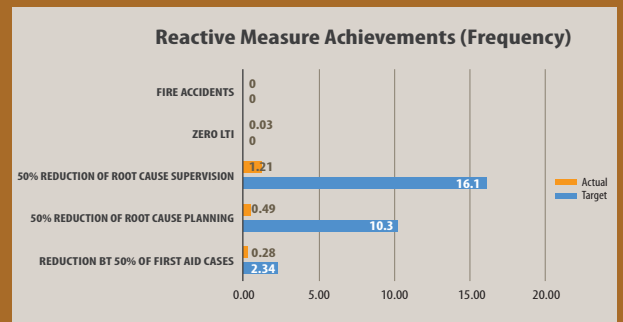


Figure 2

## SCOPE AND PURPOSE

MAN Enterprise Company is committed to implementing a Health and Safety Program that complies with the applicable sections of OHSAS 18001 as well as adhering to the standards of worker welfare in terms of recruitment, living and working conditions. This will identify and modify questionable conditions and improve the quality of life for all MAN workers.

The Health and Safety Program, as well as the Workers' Welfare Standards, applies to all projects under the areas of operation.

## POLICY STATEMENT

The Board of MAN Enterprise believes that excellent standards of safety and health are essential for the well-being of our people, reputation, and business performance. Our aim is to integrate safety and health into every activity performed by the company. We are committed to ensuring that all our worldwide activities are conducted in accordance with industry best practices, thus ensuring the health and safety of our staff, customers, visitors, sub-contractors, and all others affected by our operation.

Our safety culture is characterized by shared attitudes, values, beliefs, and practices.

Hence, MAN Enterprise management:

- Demonstrates leadership and commitment to safety and health
- Sets corporate objectives and measures progress to ensure continuous improvement in performance
- Ensures safety is an integral part of all organizational changes and business decisions
- Openly communicates the health and safety performance
- Requires all employees to exercise personal responsibility in preventing harm to themselves and others
- Allocates sufficient resources to implement policies
- Provides appropriate safety training and information for staff, contractors, and others who work with us



- Raises awareness to respect the environment
- Fully secures the premises

In this spirit, the MAN Enterprise family will ensure the effective implementation of the health and safety policy throughout all our projects while complying with laws of each country and the regulations it implies such as the International Labor Law and OHSAS 18001.

## WORKER WELFARE

Every employee at MAN Enterprise is required to play their part in promoting accident prevention commensurate with his area of responsibility.

MAN Enterprise firmly believes that dignified living and working conditions are essential to cultivating individuals' potential and improving the quality of work life. To this end, MAN Enterprise is committed to obeying the following guidelines:

- To provide a decent, clean, safe, and healthy work place and accommodations while promoting the health and well-being of all workers as part of their management practice
- To exert the necessary standard of care to ensure that the employees' dignity is protected and preserved
- Comply with fair employment practices and standards for all employees
- Create a safe, healthy, and worker-friendly environment
- Treat all workers fairly and equally, irrespective of their ethnicity, or religion
- Ensure that workers receive equal pay for equal work







## SAFETY TRAINING BY MAN ENTERPRISE

At MAN Enterprise, trainings are tailored to the site teams in-house and by third parties. These trainings are vital tools to ensure that the supervising team is capable of monitoring H&S requirements so they can detect and enforce controls at the earliest point. They work closely with the workforce and encourage safe work practices. Risk assessment, project specific risk and controls, legal requirements, high risk activities, company policies and procedures, scaffolding, working at heights, fire safety, Institution of Occupational Safety and Health, confined space, personal protective equipment, and other trainings are conducted. In addition, site teams are trained for emergency response in case of injury, fires, or spills. These trainings are often repeated in order to maintain the required skill level.

Laborers have to be integrated carefully within the industry. Therefore, they are factored into the training scheme. The training sessions range from awareness to personal hygiene, company rules and regulations, required discipline, state laws, and site specific issues. Every laborer that uses equipment must be trained for safe use. At the same time, open communication channels are encouraged to keep any H&S concerns at the forefront.



## SAFETY AT HEIGHTS AT MAN ENTERPRISE LEBANON

Falls from heights are the number one cause of accidental deaths. Because MAN Enterprise has been recently constructing high towers in Beirut, we have adopted advanced preventive measures and methods according to international standards.

Before commencing work, the Health, Safety and Environment (HSE) plan must be implemented to cover both the awareness training of the workers and the safety operations at the job site.

All workers must have the required safety training on working at heights and using required safety personal equipment such as the full body harness. Only competently trained workers are allowed to perform such activities.

On the job site, safety systems must be implemented according to international standards (OSHA), which consist of the following:

- **Guardrail System:** All job site edges must be protected by standardized guardrail systems with toe boards to prevent objects from being dropped and related hazards. Approved fall arrest systems are used if necessary in situations where guardrails must be removed or altered.



| Guardrail system



| Combisafe safety net

- **Combisafe Safety Net:** MAN Enterprise was the first construction company in Lebanon to use the safety net systems, and it was first implemented at the Sky Tower. This system provides additional safety measures to protect the workers from accidental falls and to prevent objects from being dropped.







| **Core hydraulic system**

- **Core Hydraulic System:** MAN adopted a hydraulic system that is equipped with its own safety platforms that are fully boarded and protected at multiple levels as per international safety standards.

- **Scaffold System:** The company acquired a scaffolding system designed to withstand the wind effect at high elevations that encloses all of the tower's parameters, thus securing the tower and maintaining the surrounding areas. Moreover, safety designed platforms are used to deliver the materials safely to the upper floors.

- **Permit to Work Systems:** A permit system is being used to control all high risk activities related to working at heights. This system will assess and control the associated hazards of each activity before giving permission to start the job.

We are committed to safety at heights by using these systems and methods in order to maintain our ultimate goal which is accident-free projects.





## SAFETY AT MAN ENTERPRISE QATAR

### ATMOSPHERIC EFFECT ON PROCEDURES AND REGULATIONS

Atmospheric influences are critical and not only affect humans but also equipment, facilities, and temporary installations. High temperature and humidity can harm people. The human body has to release heat while working, but when it receives additional heat, the body doesn't function properly and can fail gradually or abruptly. Therefore, atmospheric influences are considered a major hazard and corresponding risk must be assessed in order to provide adequate controls. The latter have to be integrated into the procedures as it is required by regulations.

MAN Group systems fully abide by the law and provide suitable and sufficient controls that are deemed effective which has resulted in a nearly perfect record of zero cases of heat exhaustion.

Laborers are equipped with information and procedures on how to protect their bodies and provide them with sufficient parameters to ensure that the operations don't go beyond established limits. Moreover, MAN's procedures extend to cover electrical temporary installations for the facilities as they may heat up and start fires when not controlled.



MAN Safety Records (Qatar)						
Projects	Total Man-Hour	Accident with death	Accident with total disability	Accident with partial disability	Accident with hospitalization	Accident with first aid
West Side Car Park	10,019,288 Mhr	-	-	-	-	-
Commercial Building	406,533 Mhr	-	-	-	-	-
Grand Majles	143,110 Mhr	-	-	-	-	-
Holiday Inn	199,580 Mhr	-	-	-	-	-
Oxygen Park at Education City	4,146,043 Mhr	-	-	-	-	6
<b>TOTAL</b>	<b>14,914,043 Mhr</b>	-	-	-	-	<b>6</b>

### QATAR WORLD CUP 2022 AND SAFETY REQUIREMENTS

The scale of impact is paramount and has greatly influenced the requirements that are a major constituent of health and safety. The criteria set by local authorities are huge and affects food, transport, and site facilities. Consequently, the impact isn't limited to health and safety; it also assesses organizational structure, the system's expansion, and an increased number of procedures. Most importantly, it affects the workforce culture in terms of habits and background. MAN is meeting the requirements, due to management's commitment and vision, by identifying the new requirements and drafting a gap analysis that will enable the completion of work both in a timely and

thorough manner while building new laborer accommodations that provide a promising infrastructure. MAN Enterprise Qatar has been evaluated and inspected by the Supreme Committee with positive results.



**MAN Enterprise Qatar Branch has been awarded numerous certificates of achievement over the years for safety issues.**



**9,000,000 man hours without loss time incident**



**5,000,000 man hours without loss time incident**



**2,000,000 man hours without loss time incident**



**2,000,000 man hours without loss time incident**



**2,000,000 man hours without loss time incident**



**5 Star Safety Rating**



**1,000,000 man hours without loss time incident**

## ELIE INATY - FROM ESTIMATION ENGINEER TO SAFETY MANAGER



**| Elie Inaty |  
SAFETY MANAGER  
MAN ENTERPRISE, QATAR**

My journey started in March 2005 after a series of interviews which I still remember well. At first, I was assigned as an Estimation Engineer. I had a prominent start and felt proud after being awarded the Qatar Science and Technology Project which I worked on with two other tenders. After that, I moved into the Procurement Department as the number of projects had increased. One day, I received a purchase request from one of our sites to conduct health and safety training for one of our staff members. I recognized an opportunity and I called the Project Manager to ask whether I could be included, and I received a positive response. A few months later in June 2006, the GM called

me and specifically requested me as a Safety Engineer as he saw “the position requirements against skills and character required.” It was quite a challenge as there was a vast technical gap between me and the other professionals. Therefore, I set up a plan of action to complete a series of training courses and certifications including the NGC Level 3, NVQ Level 5, NEBOSH Fire Safety and Risk Management, NEBOSH Oil and Gas, IOSH Managing Safely, Confined Space, Scaffolding, and First Aid. I completed more than 1,200 study hours both locally and abroad, and received a variety of internationally recognized certificates. These endeavors were fully supported by the management team.