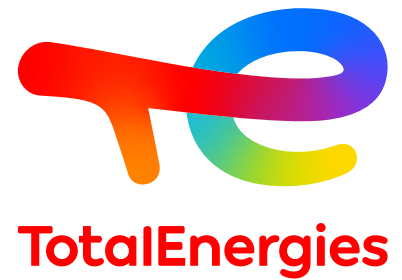


# Let's Talk!

ISSUE 09 | SEPTEMBER 2023



## Safety: For Me, For You, For All

Let's Talk! is aimed at providing information to Civil Society Organizations (CSOs) and Non-Governmental Organizations (NGOs) on thematic topics relating to the Oil & Gas industry. In this latest edition, we will focus on the Company's safety processes and initiatives.

At TotalEnergies EP Uganda (TEPU), Safety - For Me, For You, For All - is a commitment to ensure safety in our operations and activities.

Safety is one of TEPU's core values. The Company is committed to ensuring the highest level of safety in all its workplaces for all its employees, contractors and the neighbouring communities. It is our belief that work-related accidents and injuries can be prevented. Safety underpins the Company's decisions and behaviors. Everyone who works at the Company's sites and close to Company's activities must be able to return home safe at the end of their workday.

In this bulletin we describe our safety processes and initiatives. We would love to hear from you. Share your feedback, comments, and questions with us at:

[ep-ngo-human-rights-ugep@totalenergies.com](mailto:ep-ngo-human-rights-ugep@totalenergies.com)



# Safety Targets

The Company aims at registering zero fatal accidents and minimising lost time injuries, first aid and medical treatment cases to a strict minimum.

## Preventing the occurrence of major industrial accidents

TEPU implements a robust technological risk management process to prevent or limit the occurrence of major industrial accidents, such as explosions, fire outbreaks, or oil spills. The technological risk management process includes identification of high-risk scenarios, an assessment of the risks and developing of mitigations.

The process is continuously updated throughout the project's life cycle. Additionally, TotalEnergies is implementing a global crisis management system that is available 24/7, as well as a dedicated crisis management center at the Company's head office to offer guidance on crisis management.

## Preventing occupational accidents or incidents

As part of the policy for preventing workplace accidents, the Company has defined rules and procedures for Health, Safety and Environment (HSE) training, personal protective equipment and high-risk operations for Company employees and contractors working on the Company sites. The Company also implements a process for analyzing accidents, irrespective of their nature. The output of these analyses are then incorporated into lessons learned reviews and updates to prevent the recurrence of such incidents.

## Preventing transport accidents

TEPU has adopted a driving policy intended to reduce transport related accidents by applying standards that are more stringent than local regulations and standards. This policy applies to all the Company's personnel and contractors. Some of the driving guidelines and standards include a ban on using a telephone while driving, even with a hands-free set, a ban on using motorized two-wheeled vehicles for business travel, mandatory training for drivers, and the definition of strict technical specifications and maintenance for Company vehicles.



# Commitments by Contractors

since safety is a core value to TEPU, it is the first criterion considered by the Company when selecting contractors. In addition, the Company has adopted the Fundamental Principles of Purchasing which are derived from the Company's Code of Conduct. As a strict minimum, every contractor and subcontractor is required to:

- Provide a healthy and safe workplace where workers are protected from accidents, injuries, and work-caused illness;
- Ensure that the accommodation provided by the employer to the employees is safe, clean, and adequate as a living

space;

- Protect health, safety, and security by putting in place an appropriate health, safety, and security management system:
- Perform risk analysis and prevention;
- Establish a system for monitoring events;
- Implement incident response plans;
- Carry out a review of the relevant policies and measures and institute suitable control measures.



Fundamental  
Principles  
of Purchasing





# TEPU Health, Hygiene, Safety, Security, Social and Environment Charter

TEPU's operations are guided by its Health, Hygiene, Safety, Security, Social and Environment Charter which defines the minimum requirements expected from the Company's staff and contractors.

## Health, Hygiene, Safety, Security, Social & Environment (H3SE) Charter

The protection of people and preservation of their health, respect for the environment, safeguarding of property and the development of sustainable activities are an integral part of the TotalEnergies EP Uganda Commitments. To ensure the continuous improvement of its performance in these areas, the subsidiary implements an H3SE management system based on the following principles:

- Compliance with national and international laws and regulations in all our activities, ensuring conformity with all relevant industry standards as well as with the specific Company and Branch requirements.
- Systematic review and control of the risks associated with our activities and integration of the H3SE standards in the design and implementation processes for operations undertaken by TotalEnergies EP Uganda.
- In line with TotalEnergies commitments, impacts on the environment and biodiversity shall be avoided, minimized, restored. These principles are applied to the design, construction and operation of facilities. In addition, TotalEnergies will offset any impacts that cannot be addressed by committing to achieve net positive gain within the Murchison Falls Semliki landscape as outlined in the Biodiversity Charter.
- Execution of technological risk assessments to identify and prioritize risks that may occur on our facilities or those of a third party, implement measures to reduce the likelihood of their occurrence and mitigate any potential impact to reduce their consequences.
- Development of an inclusive H3SE culture that encourages every member of the Company to take initiatives in promoting good H3SE behaviors and practices.
- Development of strong relationships hinged on transparency and open dialogue with all our stakeholders and other external parties.
- Control of our activities on people and their livelihood, environment, whilst making a positive contribution to the socio-economic development of the Republic of Uganda.
- Selection of our partners based on ability and commitment to adhere to the values of TotalEnergies EP Uganda.
- Continuous training of employees to improve their skills and to diligently carry out their duties in accordance with the H3SE requirements.
- Verification, Testing and Implementation of the emergency preparedness and intervention /response plans through regular preparatory exercises with the participation of all key personnel.
- The immediate reporting and analysis of all accidents, incidents and anomalies to implement the most appropriate preventive or corrective measures.

Extemporary H3SE behaviors and practices, leadership and supervision, teamwork and professionalism are inseparable from the excellence we aim for.



Philippe GROUEIX  
General Manager  
TotalEnergies EP Uganda B.V.



Simon BYRNE  
H3SE Director, TotalEnergies  
EP Uganda



# Safety Management System – One Maestro

One Maestro is the HSE reference framework for all TotalEnergies’ businesses that facilitates overall consistency within the global Company’s operations. One Maestro is based on ten (10) fundamental principles highlighted below.



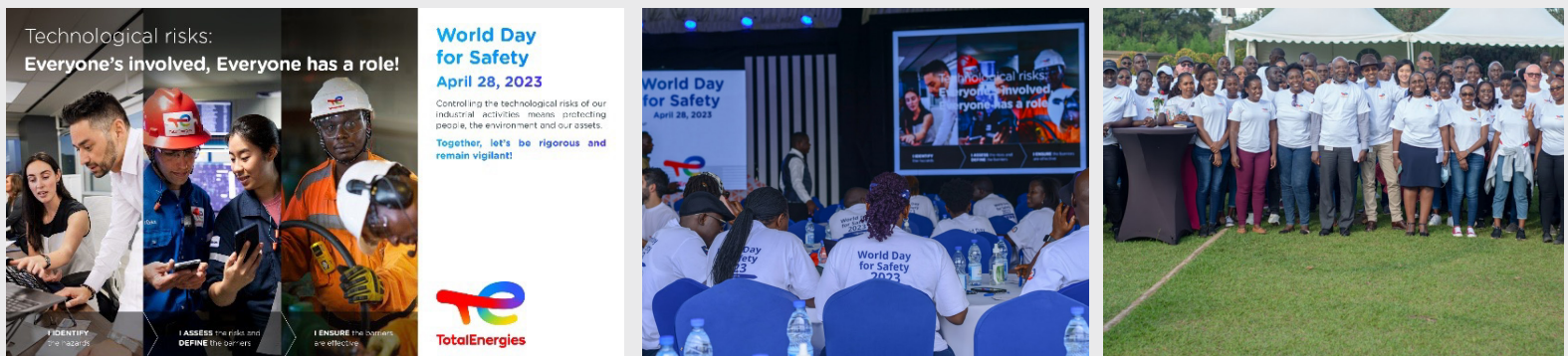
## World Day for Safety

The World Day for Safety and Health at Work is commemorated in April every year. It provides an opportunity to the Company to reiterate its commitment to safety.

Every year, the Company commemorates the World Day for Safety under specific themes and engages with staff and contractors to receive firsthand feedback, information on the best practices and ideas on how to improve safety in the Company’s areas of operation.

The World Day for Safety is an opportunity for the Company to present and kick off the newest Safety initiatives, to remind and reflect on the daily challenges associated with its work and to strengthen its commitment.

The 2023 World Day for Safety was commemorated under the theme of “Technological risks”. This theme addresses risks to people, the environment, or assets, resulting from accidental exposure to toxic, explosive, flammable or harmful products used in manufacturing and production processes.



# 12 Golden Rules

The Company has 12 Golden Rules. These are simple, memorable and must be adhered to by all Company staff and contractors. The Golden Rules are widely circulated at the Company's operation sites to ensure safety of its staff and contractors to prevent accidents.

These rules cover the following subjects:

## Our 12 Golden Rules



**1 High-Risk Situation**



**2 Traffic**



**3 Body Mechanics & Tools**



**4 Personal Protective Equipment**



**5 Work Permits**



**6 Lifting Operations**



**7 Powered Systems**



**8 Confirmed Spaces**



**9 Excavation Work**



**10 Work at Height**



**11 Hot Work**



**12 Line of Fire**

# Safety Moments

The Safety Moment is one of the management rituals that contributes to heightening safety awareness, both individually and collectively. A Safety Moment is conducted at the beginning of every meeting to inform or remind participants of common safety commitments. The Safety Moment compliments other sessions conducted at the beginning of every meeting like the Toolbox Talks and Lifesaving Checks conducted at project sites prior to the inception of high-risk activities.



The person delivering the Safety Moment chooses the subject and adopts a general tone to get the attention of the meeting participants. Through Safety Moments, meeting participants share and discuss recent safety feedback, experiences, reported issues and key safety messages.

## Stop Work Authority

Anyone, irrespective of their level in the Company, is authorized to interrupt work in progress, if they notice a high-risk situation, by using their Stop Card.

The Stop Card is a safety tool that Company staff and contractors can use to halt Company operations in case of a high-risk situation that may lead to an accident with assurance that no disciplinary action will be taken, even if the intervention turns out to have been unnecessary.

Uses of the Stop Card can range from a simple question to check that no risks are present, to interrupting work in progress. The Stop Card interruption provides staff and contractors an opportunity to discuss and identify solutions to a potential risk or accident.

If necessary, the identified solutions are implemented to prevent accidents. If the risk or problem cannot be resolved immediately, work is suspended until solutions are identified and implemented.



**Case study: TEPU's employee issued the Stop Card and halted excavation work conducted by the Company's contractor without a work permit and an excavation certificate. The excavation work was resumed at the Company's project site when the contractor presented the required certificates.**



# Our Lives First

TotalEnergies rolled out the Our Lives First: zero fatal accidents program which was designed to implement three types of actions at all sites operated by the Company, namely; life saving checks, joint safety tours and safety green light. These actions are used as a tool to check compliance with safety rules for the five high-risk activities: work at height, lifting operations, work on energy-powered systems, work in confined spaces and hot work.

## Safety Audits and Inspections

TEPU conducts regular audits and inspections to ensure that the HSE policy is applied in all the Company's operations and to identify areas of improvement

TEPU's HSE team conducts safety inspections at the Company's operation sites and assesses a set of predetermined aspects, including compliance with local laws, safety standards, contractual terms, and the Company's voluntary commitments. Any necessary recommendations for improvement in compliance are provided by the HSE team at the end of the inspection.

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## Technological Risk

These are risks for people, the environment, or assets, resulting from accidental exposure to:

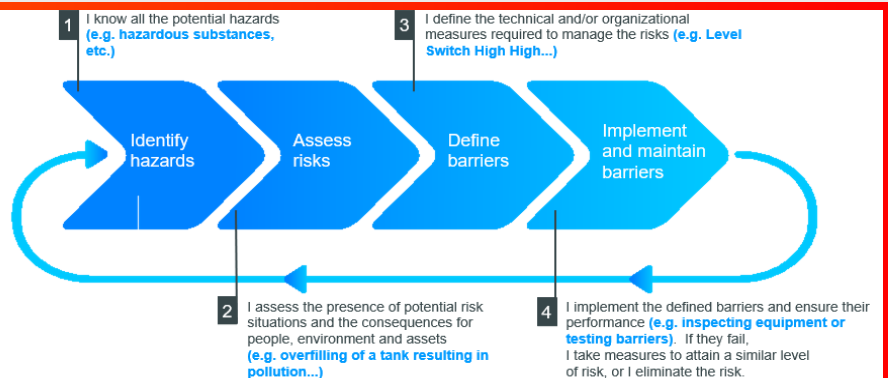
- toxic, explosive, flammable or harmful products;
- manufacturing and production processes;
- flow of raw materials and finished, stored, or transported products.



TEPU's activities involve technological risks. They must be managed to:

- achieve our goal of Zero Fatal Accidents;
- ensure the safety of our employees, our contractors and third parties;
- avoid pollution;
- avoid major accidents that could jeopardize the Company's continuity.

## How can technological risks be managed?



# Emergency Response

TEPU has followed a rigorous procedure to identify potential major accidents with consideration of the Company's ongoing operations. Some of the potential accidents include an oil spill, a blow-out, fire at camp or on site, and land transport accidents.

Based on the identified potential accidents, TEPU developed an Affiliate Emergency Response Plan (AERP) which formalises the procedures and actions required to respond to emergencies affecting all worksites and/or facilities. It details TEPU's emergency response organisation principles, set actions to be taken and further considerations to be taken into account, to enable the management teams to control any emergency or crisis situation, ensuring that resources are made available to protect life, the environment, stakeholder needs and Company assets.

It also highlights an alert and notification scheme for key Stakeholders appropriate to the type and severity of incident.

The plan is regularly tested, and updated, based on a return-on-experience or lessons learned.

Our team of responders include: Company personnel, contractors from experienced companies/identified organisations that can provide specific support and the community personnel (casuals), these are continually trained and tested through all the scenarios highlighted in the ERP.

## 20 Million Man-Hours Without LTIs

In August 2023, TEPU's Tilenga Project achieved the 20 Million Man-Hours without Lost Time Injuries (LTIs) milestone. This achievement came as a result of the safety culture of continuous vigilance and mitigations that TEPU has managed to maintain among its staff and contractors.

LTIs refer to injuries that result in the loss of productive work time for more than 24 hours, permanent disability or even death. Therefore, this milestone is significant in the oil and gas industry which involves high risks.

During an event to celebrate the 20 Million Man-Hours without Lost Time Injuries (LTIs), Philippe GROUEIX, General Manager TotalEnergies EP Uganda noted, "The achievement of this milestone reflects our collective commitment towards delivering this complex and large-scale project without accidents and puts us well on our way towards becoming one of the best performing TotalEnergies affiliates in safety. This record is underpinned by our organizational culture, permanent attention to potential risks, systematic implementation of our Safety Golden Rules, leadership commitment, training and involvement of all employees and contractors."





If you want to read more about Safety in the Oil and Gas Industry:  
Click on the links below



International Association of Oil & Gas Producers (IOGP):  
<https://www.iogp.org/workstreams/safety/safety/>

TotalEnergies Code of Conduct:  
[https://totalenergies.com/sites/g/files/nytnzq121/files/atoms/files/total\\_code\\_of\\_conduct\\_va\\_0.pdf](https://totalenergies.com/sites/g/files/nytnzq121/files/atoms/files/total_code_of_conduct_va_0.pdf)

TotalEnergies Universal Registration Document:  
[https://totalenergies.com/sites/g/files/nytnzq121/files/documents/2023-03/TotalEnergies\\_URD\\_2022\\_EN.pdf](https://totalenergies.com/sites/g/files/nytnzq121/files/documents/2023-03/TotalEnergies_URD_2022_EN.pdf)

TotalEnergies Fundamental Principles of Purchasing brochure:  
[https://totalenergies.com/sites/g/files/nytnzq121/files/documents/2022-05/Brochure\\_Fundamental\\_Principles\\_of\\_Purchasing.pdf](https://totalenergies.com/sites/g/files/nytnzq121/files/documents/2022-05/Brochure_Fundamental_Principles_of_Purchasing.pdf)

TotalEnergies Sustainability & Climate report, 2023:  
[https://totalenergies.com/system/files/documents/2023-03/Sustainability\\_Climate\\_2023\\_Progress\\_Report\\_EN.pdf](https://totalenergies.com/system/files/documents/2023-03/Sustainability_Climate_2023_Progress_Report_EN.pdf)

Step Change in Safety:  
<https://www.stepchangeinsafety.net/>

The Institution of Occupational Safety and Health (IOSH):  
<https://iosh.com/>

European Process Safety Centre (EPSC):  
<https://epsc.be/>



**TotalEnergies**

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TotalEnergies EP Uganda, Course View Towers, Plot 21, Yusuf Lule Road,  
P. O. Box 34867, Kampala-Uganda Tel: +256 (0) 312 426 000  
Email: EP-NGO-HumanRights-UGEP@totalenergies.com. Website: NGOs: <https://totalenergies.ug/>

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