



Enabling sustainable connections

Environmental and Social Management Plan (ESMP)

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1. MANAGEMENT STRATEGIES AND IMPLEMENTATION PLAN

1.1. INTRODUCTION

This Management Strategies and Implementation Plan (MSIP), also referred to as the Contractor's Environmental and Social Management Plan (C-ESMP), describes how UCC will manage Environmental, Social, Health and Safety (ESHS) risks during execution of the Works.

United Caribbean Contractors (UCC) is a subsidiary of the Baitali Group of Companies and is specialized in advising, installing and technical services related to the following: utilities, street lighting, HV power infrastructure, ICT networks, Cable TV and telecommunication systems in Suriname and the region.

UCC gives the highest priority to a healthy and safe work environment supported by environmentally acceptable working methods in accordance with the ISO 45001:2018 and ISO 14001: 2015 standards. We translate this vision into our daily work routines by adopting safe working principles and operating procedures, practical risk assessments and the application of effective mitigating measures. An important company policy is that we ensure that we will monitor and steadily improve our quality and our occupational health, safety and environmental performance, and that we commit ourselves to operate in a sustainable way.

With respect to the Safety and Health goals for our services our prime KPI is "Zero accidents". This translates into zero Lost Time Injuries (LTI's), an Incident Frequency Rate (IFR) that is up to standards in our industry, sufficient attention towards workplace inspections and near misses, and the implementation of sufficient barriers for incident prevention. It also means that we will fully adhere to the client's regulations regarding Health, Safety, Environment and Quality, and that we will comply with all local and international laws and regulations that are applicable.

This plan's objective is to provide a safe and healthy workplace for its employees while avoiding permanent damage to the environment and to support the community where possible.

1.2. SCOPE OF WORK

The scope of work for UCC in this project comprises the following:

1. **Cable laying (33kV) from Substation Powakka to 1DDE Riser Pole** – trenching, HDD, ducting, sand bedding, cable installation, backfilling, reinstatement.
2. **Cable laying (33kV) from 2DDE Riser Pole to 3DDE Riser Pole** – trenching, HDD, ducting, sand bedding, cable installation, backfilling, reinstatement.
3. **Cable laying (33kV) from 4DDE Riser Pole to Substation G (Zanderij)** – trenching, HDD, ducting, sand bedding, cable installation, backfilling, reinstatement.

1.3. ORGANIZATION & RESPONSIBILITIES

Safety is a line responsibility: this means that everyone in the organization has a certain responsibility: the General Manager/CEO, Directors, Managers, Supervisors, Foremen, operators, cable workers, technicians etc.

The General Manager of the Baitali Group of Companies, Mr. Farsi Khudabux, and the Director of UCC, Mr. Gerard den Dekker, are the end responsible people for HSE on site, with the Project Manager and the Manager Operations Mr. Eugene Pengel as their first delegates.

Nevertheless, each position in the project organization has his or her specific HSE duties and responsibilities.

Role Description & Responsibilities

HSEQ manager (Off-site)

- Develops, implements, and monitors corporate HSE policies and procedures
- Reviews and approves site-level HSE plans (including ESMPs).
- Conducts corporate audits and ensures compliance with client and international standards.
- Advises Project Manager and Manager Operations on HSE matters.

Project Manager and Manager Operations (on site)

The UCC Project manager together with the Manager Operations are the counterparts of the Client for all HSE-related matters. The responsibilities of these managers are:

- Make sure that the goal of “zero incidents” is understood and adhered to throughout the complete workforce and during the complete project cycle
- Implementing processes that prevent incidents in the working areas
- Read and understand Client’s HSE standards in order to guide and monitor UCC’s activities
- Make sure that proper HSE training of employees is conducted
- Ensure that appropriate HSE processes are in place and properly communicated to the respective areas

The Project manager and the Manager Operations are, besides the CEO/GM ultimately responsible that all activities related to the client’s project comply with the Client’s HSE procedures and that no incidents occur on site.

HSE Officer (Site)

General

The HSE Officer is the HSE work arm of the Manager Operations and supervisor at site and the HSEQ Manager off-site. The main responsibilities of the HSE Officer are:

- Implementing processes that prevent incidents in the working areas
- Maintaining safe and healthy working conditions and safe operating practices and procedures
- Proper HSE training of employees reporting to him and ensuring that job safe operating procedures are explained to and followed by the employees
- Pre-investigate job sites for health, safety and environment hazards
- Ensure that appropriate HSE processes are in place and properly communicated to the respective areas
- Coordinate all administration regarding HSE activities
- Functionally reports to the HSEQ Manager for compliance and alignment

The main tasks of the HSE Officer are

- Set an impeccable example
- Providing the appropriate Personal Protective Equipment and ensuring its proper use
- Scheduling HSE meetings and “Toolbox” (pre-job) meetings as often as necessary to communicate proper HSE practices and procedures
- Ensuring attendance of UCC employees at HSE meetings
- Ensuring all incidents are reported
- Investigating all incidents involving employees and contract personnel who report to him
- Conducting periodic HSE inspections of their work areas to identify evaluate and control workplace hazards
- Ensuring that adequate HSE plans and procedures, work procedures and Safety Data Sheets (SDS's) are obtained prior to starting an activity
- Ensuring that workers have immediate access to operating procedures and HSE documents related to their work
- Reinforcing adherence to and enforcing HSE rules
- Conducting Risk Assessments, formulate and implement the countermeasures
- Community communication counterpart
- Review and update JRA's for certain jobs in the field

The HSE Officer must ensure that work is performed in accordance with the HSE controls specified as part of the work authorization process, and that work does not begin before it is authorized.

Supervisors / Foremen

- Directly oversee crews and ensure safe execution of daily tasks.
- Enforce use of PPE and adherence to safety protocols.
- Conduct daily toolbox talks and monitor site conditions.
- Report on safety observations and incidents to Manager Operations / HSE Officer.

Field Crew (Trenchers, HDD Operators, Cable Layers, Technicians)

Each individual is accountable for his/her own safety as well as the safety of those impacted by his/her activities. Therefore, each shall:

- Understand the HSE plans, controls, and requirements of their assignments and the potential hazards procedures for their work area
- Comply with all health & safety rules and standards on site
- Perform work assignments in accordance with requirements listed established standard operating procedures or other relevant documentation
- Participate in training and required HSE programs
- Immediately correct HSE-related problems and/or inform the supervisor
- Warn fellow workers of hazards and defective equipment
- Report all work-related HSE incidents and illnesses to the supervisor
- Perform work only for which he/she is trained or qualified, and work that has been authorized
- Correct use of PPE
- Should stop the work if there is an unsafe or unapproved condition
- Consult the supervisor/manager for guidance when he is uncertain about any HSE related work requirements, and
- Bring to the attention of the supervisor or foremen opportunities for improvement associated with the work of governing standard operating procedures.

1.4. PERSONAL PROTECTIVE EQUIPMENT - PPE

Personal Protective Equipment (PPE) is designed to provide an effective barrier between a person and potentially dangerous objects, substances or processes.

Responsibilities regarding PPE

- A. HSE officer on duty will monitor and evaluate use and effectiveness for all personal protective equipment and recommend improvements where needed. All employees must use the PPE properly.
- B. Some work assignments may require the use of additional or specialized PPE, such as face shield, long rubber boots, long rubber gloves, respiratory devices, etc. Where such equipment is provided and required, employees are expected to use this equipment for their own safety.
- C. Supervisors must ensure that a sufficient supply of the following personnel safety devices is available prior to the start and during execution of the project:
 1. Supply of hard hats
 2. Supply of safety glasses, goggles and full-faced shields
 3. Supply of safety shoes and boots
 4. Supply of high visibility clothing/reflective vests
 5. Hearing protection
 6. Supply of long sleeve jackets (if applicable)
 7. Fall protection (if applicable)
 8. Other PPE dependent on the nature of the activities (pending Risk Assessment)
- D. When selecting PPE, the following requirements must be met:
 1. Approved for use
 2. Manufactured in accordance with accepted standards
 3. Provide desired protection to workers against hazard exposure
 4. Maximum comfort with minimum weight
 5. Minimum restriction of essential body movement, vision, etc.



Selection of PPE is the responsibility of the procurement Officer and is to be based on Client and Industry standards.

1.5. HSE REPORTING

A regular HSE report will be forwarded to the Client concerning the HSE status of this project which will contain required information by the Client which may include, but not limited to:

- ✓ Manhours worked on project
- ✓ Incident statistics (also near misses and environmental incidents).
- ✓ Follow-up plans, objectives and status
- ✓ Planned inspections performed and safety observations done
- ✓ Recorded safety and toolbox meetings

2. SAFETY PLAN

2.1. INTRODUCTION

UCC recognizes the importance of Zero Harm as an integral part of good business practice which cannot be compromised. As such we have incorporated important rules and procedures into our HSE plan.

UCC will support HSE procedures and standards by doing the following:

- Daily safety talks (5-minute talks), including Job hazard analysis reviews before commencing work, will be held.
- Doing housekeeping on daily basis
- Adapt and maintain equipment to comply with the Surinamese legal standards
- Perform regular workplace inspections to identify hazards and take corrective actions
- Encourage employees to report hazards immediately
- Document workplace injuries and illnesses
- Implement a risk assessment and mitigating system
- Look for hazards whenever equipment, materials or work processes change
- Use appropriate engineering and administrative controls
- Enforce workplace HSE rules and work practices
- Know when and how to use PPE
- Maintain equipment on schedule
- Adhere to all applicable legislation.

2.2. EQUIPMENT

The maintenance supervisor inspects all equipment yearly.

Before UCC deploys activities and before the daily start-up of the work, all equipment will be inspected to verify it meets the technical and safety requirements. All the equipment's are in compliance with the minimum standards of the employer and will adhere to the Surinamese legislation. Operators are trained and qualified before operating any heavy equipment. The client can, at any time, inspect and (dis)approve equipment that is working for this project at site. All mobile equipment operators shall have the mandatory valid operator qualifications in place.

2.3. HAZARD IDENTIFICATION AND RISK ANALYSIS

For every project significant Health, Safety and Environmental hazards and their countermeasures are identified. The risk assessment process starts at the request (scope of work), followed by the site survey and can be done by a site inspection, consultation and participation or safety meetings. Employees and HSE responsible can participate in the risk/hazard determination session or meeting. The intersection of consequences and likelihood on the matrix (figure 1) indicates the risk rating and a risk priority.

Bron: B11	Potentiële gevolgen/ effect (II.)				Kans dat het incident zich voordoet (I.)			
	A. <i>Persoonlijke schade</i>	B. <i>Schade aan Materieel/ Materiaal</i>	C. <i>Schade t.a.v. Kwaliteit</i>	D. <i>Schade t.a.v. Milieu</i>	Bijna nooit (1)	Jaarlijks (2)	Maandelijks (3)	Wekelijks (4)
1	A1. Gevaarlijke situatie/handeling	B1. Minimum schade < \$ 25	C1. Afwijking < \$ 100	D1. Minor incident < 1 liter	1	1	1	2
2	A2. EHBO ongeval	B2. Geringe schade \$ 25- \$ 200	C2. Afwijking extern > \$ 100	D2. Olie spil > 10 liter	2	3	3	4
3	A3. Ongeval met verzuim	B 3. Verzekering schade \$ 200 - \$ 500	C3. Klacht van klant > \$ 100	D3. Olie spil > 50 liter	3	3	4	4
4	A4. Blijvend letsel/ ziekenhuisopname	B 4. Grote schade \$ 500 - \$ 2,500	C4. Klacht van klant > \$ 250	D4. Milieu ongeval > \$ 500	3	4	4	4
5	A5. Dode (n)	B 5. Zeer grote schade > \$ 2,500	C5. Contractbreuk	D5. Milieu ramp > \$ 1.000	4	4	4	4

1	RI&E Incidenten:	Aanvaardbaar (Risico laag) Onderzoek Manager HSEQ & Commerce en voorman
2	RI&E Incidenten:	Aandacht vereist (Risico middelgroot) Onderzoek door Manager HSEQ & Commerce en voorman
3	RI&E Incidenten:	Onmiddellijke maatregelen vereist (Groot Risico) Onderzoek door Manager HSEQ & Commerce, voorman en Manager Operations
4	RI&E: Incidenten:	Werkzaamheden stoppen (Zeer groot risico) Onderzoek door Manager HSEQ & Commerce, voorman en MT

Figure 1 Risk Matrix

2.4. JSA

A Job Safety and Environmental Analysis is a written document wherein the activities to be undertaken for the project are described, the hazards and risks associated with these activities and the measures to be taken to control the risks.

The JSA will be prepared before execution of the job by the project engineer together with the Manager Operations and will be reviewed by the HSE officer and HSEQ manager.

2.5. PRELIMINARY RISK ASSESSMENT (RA)

The following significant Health, Safety and Environmental hazards and their countermeasures were identified for this project:

Task and area	Risk	Consequence	Prevention
Interaction with third party traffic near and at work locations	Traffic accidents, Fatalities, Serious injuries, Equipment damage	Severe injury, fatality	<ul style="list-style-type: none"> • Implementation of a traffic management plan • Discuss traffic control zones at daily safety meetings with the crew • Use of spotters
Equipment	Interaction between heavy equipment and field workers	Fatalities, Serious injuries	<ul style="list-style-type: none"> • Use of work area barriers, walkways, no entry zones, spotters • Certified equipment and compliance • Competent operators and competent labor
Working near energized and active above- and underground utilities	Electrical hazard	Fatalities, Serious injuries, Damage of utilities, Electrocutation	<ul style="list-style-type: none"> • Request and study all as-build drawings EBS, SWM and Telesur • Making "trail trenches" and localize the existing infrastructures • Involvement of EBS, SWM and Telesur to supervise works
Excavation works	Damage on SWM pipeline or Telesur/EBS cables	Loss of water, loss of data transmission	<ul style="list-style-type: none"> • Involvement SWM and Telesur/EBS to supervise works
Rigging and lifting	Pinch points when rigging and lifting Falling loads	Injury to hands Entrapment, caught between loads, crushed by lifted objects	<ul style="list-style-type: none"> • Inspect lifting objects for sharp edges • Inspect all the rigging tools • Working conform work instructions • Wearing work gloves • Proper rigging of load • Stay out of vertical and horizontal drop zone
Trenching and excavation works	Falling hazards when excavating Collapsing of trench Different level fall Entrapment	Equipment lost Operator injury Death	<ul style="list-style-type: none"> • Placing barriers and caution tape at excavations • Working conform excavation WMS and JSA • Separate workers on foot and mobile equipment as practical; use spotter • Use a lifting plan for lifting all goods or materials

Task and area	Risk	Consequence	Prevention
Cable Laying	Cable damage during installation	Cable failure, costly repairs, project delays	<ul style="list-style-type: none"> • Train workers on proper cable handling techniques, use cable rollers, adhere to maximum pulling forces, inspect winch, cables and drums before and during installation
Specific project-related activities in all area's	Various risks, Caught between and struck by hazards with mobile equipment	Severe injury, fatality	<ul style="list-style-type: none"> • Working conform work instructions. • High visibility of personnel
All activities in all area's	Inadequate Traffic Management	Traffic accidents, injuries, project delays	<ul style="list-style-type: none"> • Implement proper traffic management plans, use warning signs and barriers, and have trained personnel to manage traffic.
All activities in all area's	Alcohol and drugs	Loss of coordination, reasoning ability, impaired vision	<ul style="list-style-type: none"> • "No drugs, no alcohol" policy • Discuss in toolbox meetings the consequences of alcohol and drugs violations
All activities in all areas	High temp. climate/ long exposure to direct sun light	Dehydration, heat stress, heat stroke, sun burns, blackouts	<ul style="list-style-type: none"> • Drinking sufficiently- Proper hydration. • Fresh potable water to be made available.
All activities in all area's	Work Fatigue	Potential for concentration loss Potential for incidents and or accidents due to lack of focus	<ul style="list-style-type: none"> • If requested, a reviewed work schedule will be submitted
All activities in all area's	Human errors	Potential for incidents, accidents, property damage	<ul style="list-style-type: none"> • Pre-planning, JSA's, effective training and oversight, use of experienced personnel according to safe manning and endorsement demands. Apply HPE concepts and be aware of your human performance mode • Fatigue management to be in place • Detailed WMS's to be in place

Task and area	Risk	Consequence	Prevention
All activities in all area's	Clash with community, Unauthorized entrant(s) Community distortion	Potential for incidents, accidents, property damage	<ul style="list-style-type: none"> • Remain calm and do not engage in discussion or apprehension of individual • Ensure there is a safe way to retreat out of the area • Communicate awareness to all drivers to always keep safe distance, safe speed and ensure community does not feel endangered by our presence in the area • Respect community and avoid traffic incidents.
All activities in all area's	Housekeeping	Can cause a number of hazards, including tripping hazards and incidents	<ul style="list-style-type: none"> • Do housekeeping

2.6. GENDER POLICY

Any form of gender-based discrimination, harassment, or victimization is strictly prohibited in our organization.

Our organization has 11% over all female and 89% male workers in management and administration. Completing a gender equal policy, we are looking forward through the hiring process also if position in construction also can be fulfilled by a female.

2.7. FATIGUE RISK MANAGEMENT PLAN

The risk of a fatigue-related incident increases for workers, those who work at night and those who work regular overtime. So, lack of quality sleep could easily cause fatigue and/or fatigue related incidents as well. We are aware of fatigue related risks, and we are committed to managing the safety risks associated with fatigue in a proper and effective way.

We will have the following safety measures for mitigating fatigue for this project:

- Minimize regular overtime as much as possible
- Assess and investigate fatigue related risks, incidents or near misses and come up with acceptable solutions. This will be done during the execution of the project.

2.8. LAWS AND REGULATIONS

Regulatory compliance is important to uphold the integrity of business processes, protecting public interest as well as stakeholder interest. The process of applying laws and regulations can vary depending on the jurisdiction and the specific laws and regulations being applied.

The current legal and other requirements from the government are listed in a Master register. Twice a year or if changes occur, we check whether we comply with the laws which are applicable for our work.

2.9. TRAINING/ QUALIFICATIONS

Employees must be qualified and trained to guarantee the quality of the work. The minimal requirement qualifications are:

- Working on height: for all operators and technician working in bucket trucks (yearly);
- Basic Operators Training (B.O.T.): for all operators working on equipment such as excavators and Horizontal Drilling Equipment (HDD) (yearly);
- Working with Horizontal Drilling Equipment (HDD), training November 2023 (certificates of Vermeer not received yet);
- First aid for at least 1 team member/ team (total 30);
- Emergency response training for core group at UCC (group of 5);
- HSEQ awareness training (all operational employees: yearly refreshment).

Prior to commencing work, all personnel shall receive mandatory induction training covering:

- Environmental and Social Management Plan (ESMP),
- Project-specific environmental and social risks, and mitigation measures;
- Community Interaction Protocols;
- Worker Code of Conduct (CoC);
- Grievance Redress Mechanism (GRM);
- Worker Grievance Mechanism (WGM);
- Prevention of Sexual Exploitation and Abuse (SEA), Sexual Harassment (SH) and Gender-Based Violence (GBV);
- Respectful behavior towards local communities;
- Reporting procedures for environmental and social incidents;
- Cultural heritage and Chance Finds Procedure.

Training attendance records shall be maintained by the HSE Officer and made available upon request.

3. EMERGENCY RESPONSE PLAN

3.1. GENERAL OUTLINE

A site-specific emergency procedure will be in place in case of emergencies. Any person can activate this procedure at any time.

The severity or complexity of the emergency shall dictate the level of implementation and involvement of other external parties in the overall management of the emergency. An emergency situation may arise at any time and may be the result of any, a combination, or all of the following:

- Mobile vehicle incident
- Fire
- Injury or medical emergency
- Water emergency (excessive water)
- Release of uncontrolled energy, isolation failure
- Uncontrolled oil spill
- Trench collapse during excavations
- Community outburst, clash

The emergency situation will involve a set of circumstances occurring at the work areas that may include, but not limited to:

- Loss of life of any person
- Injury or illness to any person
- Immediate danger of loss of life or injury to any person
- Immediate danger of loss of assets
- Serious environmental impact, loss or harm

The Manager Operations and the Supervisor on duty will assess the incident with the HSE Officer to determine the adequacy of tactical response on operations and so the assistance from external resources can be adequately deployed.

Activities associated with these responsibilities may include but are not limited to:

1. Rescue/ recover/stabilize persons in danger;
2. Minimize the risk/danger;
3. Establish adequate medical assistance and emergency response;
4. Establish liaison with external emergency services;
5. Prevent further injury to persons, damage to assets or serious harm to the environment;
6. Ensure that the recovery process is implemented and effective.

Persons who require emergency care are transported by company car or community ambulance to the hospital.

Types of emergencies

Incident/ Accident on site/in the field

All accidents and injuries should be treated quickly and properly as follows:

- Notify immediately
- Indicate who you are, what's going on, the injuries of the victim and other relevant information for the emergency services
- Contact the Manager Operations
- Help the victim(s) (first aid) if possible
- Accommodate first aid responders and give relevant information
- Never leave the gathering without permission

All incidents, including the field incidents with mobile equipment, are to be handled with high priority. All incidents are to be reported to project management within 24 hours, also the injury free events.

Emergency instructions

In case of emergency (fire at field office or mobile equipment)?

1. You will be warned verbally
2. Leave the building or camp/area
3. Take any guests to the assembly point, you are responsible for them
4. Follow the instructions of the Supervisor/ team leader
5. Take only what you need (purse). Nobody is allowed back into the building or area to retrieve anything
6. Go to the assembly point, make sure that you stay together
7. Never leave without the permission of the Emergency response team

Flooding during heavy rain

During heavy rain most of the places are flooded because of the sewage system. In case of too much water on the project site and people need to evacuate (including community, government workers etc.) the following steps will be following:

1. Stop all work
2. Contact the supervisor for further information
3. Follow the instructions of the supervisor
4. Stay together for easy transportation
5. No one is allowed back into the work area to retrieve any belongings.
6. Only move means of transport on the instruction is allowed
7. The emergency response team will group all people to a safe location and will be transported out of the flooding area.
8. Ensure workers evacuate in an orderly manner, following the designated routes to assembly points with no flooding.

3.2. COMMUNICATION STAGES

The emergency response communication has following stages:

- ✓ Contact the HSE officer R. Rameli: **843-4780**
- ✓ Contact the Manager Operations E. Pengel immediately: **853-3689**
- ✓ Contact the Project manager immediately
- ✓ The Project manager will notify the Client

3.3. RESPONSIBILITIES

For all employees

In the event of a medical emergency all personnel are to:

- ✓ Report the medical emergency according to the Emergency Response Plan
- ✓ Provide help until the appropriate response team(s) arrive
- ✓ Never place yourself in danger, especially during fires and downed electrical lines
- ✓ Follow directions given to you by members of the Emergency Response Team
- ✓ If responders are already at the scene of an emergency, do not go to the scene to watch unless you are personally called to the scene.

Foreman

Every foreman has the responsibility for the safety of their personnel during an emergency. The general responsibilities of supervisors are:

- ✓ Designate a person to go to a highly visible area and guide emergency vehicles to the emergency
- ✓ Prevent further injury by leaving the injured person where they are, unless they need to be moved to save life or prevent the injuries from increasing
- ✓ Evacuate unnecessary personnel from the scene

HSE Officer/ Supervisor

The project HSE Officer or Supervisor are the first point of contact for a medical emergency situation and their responsibilities are:

- ✓ Contact Emergency Services and assemble available first-aid responders on site
- ✓ Coordinate and/or supervise on-site medical response to the emergency
- ✓ Mobilize to the emergency scene if the situation requires
- ✓ Manage and or supervise the response to the medical emergency
- ✓ Establish control of the emergency situation.
- ✓ Provide information and recommendations from the field to Emergency Services
- ✓ Accompany the injured person(s) to a medical facility and give updates to management

Manager Operations/ Project manager

In the event of the HSE officer being immediately un-contactable by the foreman at the time of initial emergency notification, the Manager Operations (E. Pengel) is the next to be contacted and is responsible to:

- ✓ Coordinate response activities
- ✓ Ensure that the Emergency response directives are understood and implemented
- ✓ Manage logistic, vehicle and personnel support
- ✓ Provide support to Emergency Coordinator
- ✓ Coordinate and verify notification to assets (medical, transportation etc.)
- ✓ Make decisions, as this position has the ultimate authority in an emergency situation
- ✓ Make the decision to evacuate injured people.

In case the Manager Operations is un-contactable at the time of emergency, the next in line is the Project Manager

3.4. COMMUNICATION INSTRUCTIONS

The instructions to follow when communicating an emergency are as follows:

1. Stay calm. Assess the situation and ensure that other people are not in danger. Do not make a situation more dangerous.
2. Take command. Assign tasks for controlling the emergency. This action also helps to maintain order and prevent panic.
3. Provide protection. Eliminate further losses and safeguard the area. Control the energy source which is causing the emergency. Protect victims, equipment, materials, environment, and accident scene from continuing damage or further hazards.
4. Attend to the injured person as the situation requires, and your level of competence allows.
5. Call for help using the emergency number **115** or **113**. **Provide the following information:**
 - * **Your name;**
 - * **Nature of the emergency;**
 - * **Location of the emergency;**
 - * **Assistance required;**
 - * **Provide follow-up contact information.**
6. Maintain contact. Provide accurate details of the accident with accurate and factual witness statements. Do not leave the injured person unless you must for safety reasons.
7. Guide Emergency Services to the scene. Assist the supervisor or medical officer as requested.

4. HEALTH PLAN

UCC considers its employees an integral and important part of its organization and its single greatest source of competitive advantage. As such, its employees' health is a cornerstone of the company's livelihood.

4.1. PRO HEALTHY LIFESTYLE

To safeguard employees' health and prevent incidents and injuries, the following procedures have been developed:

- Working hours will be limited to employees' maximum in order to avoid personnel fatigue (according to Ministry of Labor)
- Require employees to undergo periodic medical checkups
- Required training for employees will be planned or refreshed
- Drink water will be supplied on the project for alle employees

5. ENVIRONMENTAL AND WASTE MANAGEMENT PLAN

5.1. Environmental aspects and impacts

A record of the environmental aspects associated with UCC's activities and an evaluation of whether those aspects have or could have a significant impact on the environment are listed in our "Environmental aspects register".

In attempting to reduce/eliminate the emissions of greenhouse gasses from equipment and vehicles and dust originating from excavation activities, the following control measures will be in place:

Environmental component	Environmental impacts	Sources of environmental impacts	Control measures
Air quality	Emission of greenhouse gasses such as CO2, NO2 etc	Emissions from machinery and vehicles	Regular maintenance of vehicles and machinery to high standards to minimize emissions, including CO2. Track fuel consumption of equipment, machinery and vehicles to track any uneconomical consumption rates. Avoid unnecessary idling of equipment/machinery when not in use.
	Dust emission	Dust nuisance can occur during excavation works mixing bentonite especially in dry weather	Ensure the use of appropriate and effective PPE during dust generating activities.

In attempting to reduce/eliminate noise levels originating from construction activities such as

equipment, machinery and vehicles originating from construction activities, the following control measures will be in place:

Environmental component	Environmental impacts	Sources of environmental impacts	Control measures
Noise	Increased sound effects above legal guidelines or locally measured background values.	Running machinery, equipment and vehicles can cause Noise pollution.	Proper maintenance of vehicles and equipment Turn off the machines/ equipment when not in use Ensure the use of appropriate and effective PPE during noise generating activities (see appendix noise measurements)
Water	Use of natural resources	Water needed for making the Horizontal Directional Drillings	Use of Rainwater when possible

5.2. PROCEDURE IN CASE OF OIL SPILLS

In case of spills, leaks, discharge or overflows we will apply the 5C method. It stands for: Communicate, Control, Contain, Clean up and Correct.

1. Communicate: The communication in case of spill is exactly the same as in case of other emergencies
2. Control: If possible and safe to do so, the source of the spill should be identified, and action taken to stop further spillage.
3. Contain: Place earthen or frees material (make a bundwall), sand or other appropriate objects between the spill and the path to water prior to clean-up.
4. Clean up: depending on the nature of the spill and the substance we will consult the SDS for the clean-up methods.
5. Correct: An incident report will be filled in, we will investigate and take proper action to prevent the same incident in the future.

5.3. WASTE HANDLING AND DISPOSAL

Proper disposal of waste material will ensure UCC's commitment to its responsibility towards the environment.

All waste generated during this project will be identified and managed appropriately. The main waste philosophy as deployed by UCC will be:

- To eliminate waste generation;
- Reduce waste;
- Re-use or recycle waste where practicable;
- Handle and store waste in a safe and environmentally responsible manner.

Various types of waste will be generated throughout the project. The types of produced waste along with the method and locations are described in the table below:

Type of waste	Method of disposal	Location of Disposal	Frequency of discharge
General waste (small plastic, paper etc.)	General waste will be collected in waste bags on the project site and will be brought to UCC. If enough waste is collected, the disposal is outsourced.	Ornamibo landfill	Daily (from project site to UCC)
Plastic waste (bottles, bags etc.), glass waste and cardboard	Plastic/glass bottles and cardboard will be segregated and collected for recycling purposes to the recycle bin at the UCC office.	SURESUR will transport plastic and glass waste and cardboard from UCC to the recycling facility.	Daily (from project site to UCC)
Excavation waste material (sand, concrete, wood, basecourse, metal, frees material etc.)	Excavation waste material (sand, concrete, wood, basecourse) will be collected and placed on various locations and will regularly be collected by truck and transported from the project site to UCC office to be segregated and ultimately be reused.	Office UCC	Weekly
Remaining lengths	Remaining lengths will be	Office UCC	Daily (from

of (copper) cables	collected and transported from the project site to UCC office, where they will be segregated in separate bins to return them EBS		project site to UCC)
Excess bentonite	Leave in the entry and exit holes of the directional drilling. In case of larger quantities this is taken to Baitali Office at Duisburglaan or Ornamibo landfill	Baitali Duisburglaan or Ornamibo landfill	If applicable

5.4. HOUSEKEEPING

On daily basis housekeeping and waste removal & disposal will be executed as a mandatory part for the closing of work and before the team departs from the job site. The on-site supervisor/ foreman is the ultimately responsible for this action to be completed.

6. QUALITY ASSURANCE AND QUALITY CONTROL PLAN

6.1. OBJECTIVES

Execute all necessary activities in this project in compliance with all required and applicable quality assurance and quality control requirements of the Client.

6.2. RESPONSIBILITIES

Following persons are basically responsible to execute the QA/QC program in accordance with the Client's requirements:

- Project Manager – Rodney Mankoewihardjo
- Project Engineer – Rahied Nazier

The Project manager and the Project Engineer are primarily responsible for the implementation of the QA/QC program for this project. The Manager Operations supported by his Project Engineer and Supervisor/ Foremen are the project end responsible persons for the on-site QC management system.

6.3. FORMS AND DOCUMENTS

All critical records, forms and documents will be controlled and archived under the supervision of the Project Manager. Some of the most important documents/records are listed below.

- Customer requirements (tender documents)
- Inspection list equipment (daily)
- Training records and personnel data
- Results and recommendations from various inspections and audits
- Corrective action lists
- Inspection results of the measuring equipment (calibration status)
- Project schedules and project progress reports
- Outstanding and completed Client work orders
- KPI charts (status and histories)

Reporting

Reporting of the QA/QC program towards the Client will be executed in accordance with all required and applicable Client specifications, procedures, forms and reports.

Document and data control

Documents (forms, reports, procedures, work orders, purchase orders) will be kept under supervision of the Manager Operations, with the assistance of a Project Engineer. All documents will be checked for validity and have a revision status and date. Data such as KPI's will also be kept under supervision of the Manager Operations.

Inspection and testing

Inspection and testing will be concentrated around the following areas:

- a. Inspection and testing of materials
 - b. Inspection and testing of executed works
 - c. Inspection and testing of equipment (machines)
 - d. Inspection and testing of measuring and inspection tools
- Materials and supplies (a.) will be checked if in compliance with the Client requirements and mandatory technical specifications.
 - With respect to c., inspection of equipment, the inspection and testing will be based on the equipment manufacturer or vendor recommendations. Controlled (standardized) inspection sheets will be used.
 - For the testing and inspection of measuring and inspection tools (item d.), a testing, inspection and calibration program will be developed and implemented for all critical measuring tools.

6.4. NON-CONFORMITIES AND COMPLIANCE CHECK

All identified non-conformities under this project shall be systematically recorded and managed using a dedicated Corrective Action Tracker. For every non-conformity detected during site inspections or audits, the tracker must document the following parameters:

1. Root Cause: A thorough analysis of why the non-conformity occurred.
2. Corrective Measures: Immediate actions required to resolve the non-compliance, alongside long-term preventive measures.
3. Responsible Party: The designated personnel accountable for implementing the corrective actions.
4. Timeline: Explicit, time-bound deadlines for completion.
5. Closure Status: Real-time tracking status (e.g., Open, Under Review, or Resolved/Closed).

The Project Manager and HSE Officer shall review the Corrective Action Tracker monthly to ensure timely closure of actions.

Repeated non-conformities shall be investigated to identify underlying causes and implement preventive measures.

7. SOCIAL MANAGEMENT PLAN

In this part strategies are described to manage the social impacts of this project by ensuring minimal disruption to local communities while fostering positive outcomes.

7.1. WORKER CODE OF CONDUCT

This Worker Code of Conduct establishes strict behavioral and ethical standards mandatory for all project personnel, including management, supervisors, operational crews, and all subcontractors. Compliance with this Code is required to maintain employment on this project

The basic rules of conduct are:

- Zero Tolerance for SEA/SH: Any form of sexual exploitation, abuse, or sexual harassment (SEA/SH) inside the workplace or within the local community is strictly prohibited.
- Respectful Community Behavior: Workers must maintain respectful, non-confrontational, and polite interactions with all community members, local authorities, and residents at all times.
- Prohibition of Discrimination, Intimidation, and Violence: UCC enforces strict equality. Any form of discrimination based on race, gender, religion, or ethnicity, as well as any acts of physical or verbal violence, bullying, or intimidation, will result in immediate disciplinary action.
- Substance Prohibition: The possession, distribution, or consumption of alcohol and illicit drugs during working hours, on site, or within company vehicles is strictly forbidden. Working under the influence is a zero-tolerance safety violation.
- Disciplinary Measures: Non-compliance with this Code of Conduct will result in immediate disciplinary procedures, ranging from formal written warnings and suspension to immediate termination of employment or subcontractor agreements, without prejudice to further legal action under national legislation.

The Code of Conduct must be signed by every worker prior to mobilization.

7.2. STAKEHOLDER ENGAGEMENT AND COMMUNICATION

Stakeholders are individuals or groups that have an interest or stake in a project or organization. They can influence or be affected by the project's outcomes.

It is important for UCC to engage the community as an important stakeholder and other stakeholders for building a constructive relationship during and after the project.

Stakeholder identification:

The stakeholders involved in this project are divided into project, internal and external stakeholders.

Project stakeholders:

The project stakeholders are:

- Energie Bedrijven Suriname
- Project team

Internal stakeholders:

The internal stakeholders are:

- Project team members: staff responsible for planning and implementation
- Management: organizational leaders who oversee the project

External stakeholders:

The external stakeholders are:

- The Inter-American Development Bank
- Suriname Water Company (SWM)
- Road Authority Suriname (Wegenautoriteit Suriname)
- Residents: people living in the project area (local community)
- Media: Local media that can influence public perceptions
- Local government and regulators
- Japi Airport
- Meteorological Watch Office Zanderij

Communication Objectives:

Communication with stakeholders is essential and is mandatory because of the following:

- Keep stakeholders informed about project goals, progress, changes, and challenges.
- Manage expectations by providing transparent updates on progress and challenges.
- Identify potential risks early
- Minimize disruption by providing clear updates on planned sections
- All suggestions, grievances, concerns, questions and complaints received by the contractor need to be addressed.

Communication Methods and Channels:

The most effective communication channels will be used for each stakeholder group, which may include:

- In-person meetings: team and stakeholder meetings

- Reports: progress updates
- Digital tools: Email, Shared folders, social media (Facebook and LinkedIn), website
- Informal communication: chats (WhatsApp, SMS), phone calls (questions or concerns)
- Formal communication: Notification letters

Prior to implementation, the community will be informed of the work to be carried out (including planning) via social media and notification letters

Also prior to execution in house or company entrances the foreman will inform the people/ community by person about the activities.

Example of a notification letter:

<p>Melding werkzaamheden</p> <p>Geachte heer/ mevrouw,</p> <p>UCC verricht in opdracht van EBS & Telesur graafwerkzaamheden in uw buurt. Hierdoor kunt u op de volgende dag(en) enige overlast verwachten:</p> <p>Van 2025 tot en met 2025</p> <p>Voor vragen omtrent de werkzaamheden, kunt u contact opnemen met de supervisor van UCC. De supervisor zal op de genoemde dagen ter plekke van de werkzaamheden aanwezig zijn. Ook kunt u informatie inwinnen bij UCC op het telefoonnummer 432555.</p> <p>De medewerkers van UCC zullen trachten de overlast tot een minimum te beperken.</p> <p>Met vriendelijke groet,</p> <p>E. Pengel Manager Operations</p>	
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Communication Frequency and schedule (implementation):

The communication frequency depends on the project's complexity, stakeholder needs, and the type of information being communicated.

Please find below the communication schedule:

Communication type	Frequency	Stakeholder	Channel	Owner
Kick-Off meeting	Once (before starting date)	Internal and project stakeholders	In-office meeting	UCC
Project announcement	Once (before starting date), Monthly (during project)	External Stakeholders	Social media	EBS
Project notification	Before start	External Stakeholders	Notification letters	Project engineer
Daily Stand-up	Daily (before start)	Project team	On-site meeting	Team Lead
Construction meetings (progress update)	T.B.D.	Internal and project stakeholders	In-office meeting	UCC, EBS
Project schedule	Weekly	Internal and Project stakeholders	Email	Project manager
Announcement, updates	As needed	External Stakeholders	Notification letters, social media	Project Manager
Critical issues	As needed	Depending on the issue	Phone calls, in-office meeting, on-site meeting, email	Project manager
Project closure report/ meeting	End of Project	Internal and project stakeholders	Report	Project Manager

Monitoring and Evaluation

The effectiveness of the communication plan will be regularly monitored. Feedback from stakeholders will be used to identify areas for improvement and make necessary adjustments to the plan.

All stakeholder engagement activities, community meetings, and consultations shall be documented. For every engagement event, the records must include a comprehensive meeting minutes clearly indicating:

- The exact date, time, and physical location (or digital modality, if conducted virtually).

- A verified list of participants.
- Key topics discussed and any specific project information disclosed to the public.
- The main concerns, questions, and feedback raised by community participants.
- Formal agreements reached and mutual commitments made.
- An action plan for implementation, detailing responsible parties and indicative timelines.

Furthermore, these records must append solid evidence of participation (such as signed physical attendance sheets, photographs, or virtual meeting screenshots). Any specific grievances or issues raised during community engagements must be immediately referred and logged into the project's Grievance Redress Mechanism (GRM).

7.3. GRIEVANCE REDRESS MECHANISM (GRM)

During any construction project, stakeholders and project affected persons/ personnel may have complaints about project activities. This type of feedback is managed through the Grievance Redress Mechanism.

A grievance redress mechanism is a structured process that allows stakeholders, particularly affected communities, to raise concerns or complaints regarding the project or its implementation. It is a critical component of community engagement, as it ensures accountability and provides a means for addressing issues that arise during a project.

Our approach to handling community complaints rests on five basic standards:

- **Free of Charge:** No fees are charged for submitting or resolving a grievance.
- **Accessible:** Open to everyone along the transmission line route, keeping local languages and practical channels in mind.
- **Non-Retaliatory (Safe & Confidential):** Strict protection against any form of retaliation or backlash.
- **Lifecycle Availability:** Available during all construction phases until final site handover.
- **Legal Freedom:** Complainants always retain their full rights to seek justice through Surinamese courts or government channels at any time.

A grievance or complaint might be external or internal regarding the following:

- A specific incident- such as a road incident, property damage or nighttime noise
- The behavior of workers- such as disrespectful or discriminatory actions, sexual harassment
- An environmental issue- such as Oil spill or damage to agricultural
- A social impact- such as disruption of economic or social activities
- Other type of impacts

A. External grievances

1. Submission

Stakeholders may submit grievances free of charge through the following channels: personally to the site foreman, by phone (UCC: 432555), or via email (info@ucc.sr).

2. Registration and keeping track of grievances

As soon as a complaint comes in, our Grievance Officer (Mrs. C. Sriram) or any other designated company representative will record the details within 2 business days in the project's Grievance Register. To keep everything transparent and organized, we use a standard Register (attached as Annex A). This log is updated regularly to actively track the date, how the complaint was received, the type of issue, its severity, who is handling it, and when it is solved. Stakeholders are always welcome to submit their complaints anonymously if they prefer.

3. Sorting complaints by urgency

To make sure we respond quickly to critical issues, the Grievance Officer immediately sorts incoming complaints into three clear categories:

- Minor / Non-Urgent: Routine questions, minor dust or noise complaints, or simple clean-up requests around the worksite.
- Major / Urgent: Issues that need quick action, such as accidental property damage, structural concerns, or serious traffic delays caused by our work.
- Sensitive: Complicated matters involving significant environmental issues, human rights concerns, or serious behavior complaints.

4. Investigation

Once a complaint is registered, our Site HSE Officer (R. Rameli) and Manager Operations (E. Pengel) team up to investigate. They will look into the issue within 5 business days. Depending on the situation, they will visit the location, carry out technical checks, and talk to witnesses or the person who filed the complaint to get the facts straight.

5. Finding a solution & approval

After the investigation, the Manager Operations and the Project Manager will decide on the best corrective action. We aim to share a formal solution proposal with the stakeholder within 5 business days from the start of the investigation. Physical repairs—like fixing concrete or tile work—will be completed within a maximum of 14 business days, depending on local weather conditions.

6. What happens if a stakeholder disagrees?

If someone is not satisfied with the solution UCC proposes, they have every right to appeal. When this happens, we escalate the issue to Tier 2. This starts a joint review and mediation process together with senior management from NV Energiebedrijven Suriname (EBS) to find a fair middle ground. This internal step never blocks or delays a citizen's right to take direct legal action or seek help from national administrative channels under Surinamese law.

7. Closing the file & learning from it

When the repairs or corrective actions are finished and checked, the Grievance Officer or the designated representative will contact the complainant (either by phone or in person) to make sure they are happy with the result. Only then do we officially close the file in our log. Finally, our HSEQ Manager reviews these cases regularly to improve our daily working methods and prevent the same problems from happening again. A summary of all complaints is shared with EBS on a weekly basis.

B. Worker Grievance Mechanism (WGM)

UCC shall maintain a Worker Grievance Mechanism (WGM). This system is there for everyone working on the project, whether you are a direct UCC employee, part of the field crew, or working for a subcontractor, to share any workplace issues safely and comfortably.

What can be reported?

Workers can use this pathway to raise issues about daily life on the job, including:

- Unsafe working conditions or health and safety (OHS) hazards on site.
- Sexual Exploitation, Abuse, or Sexual Harassment (SEA/SH)
- Disagreements regarding wages, pay, or working hours that feel excessive.
- Unfair treatment, discrimination, bullying, or harsh conduct by supervisors.
- Situations where the Worker Code of Conduct is not being followed properly.

How to file a complaint

Speaking up is completely free, and we take privacy very seriously. Workers may submit grievances:

- Directly to their supervisor;
- To the HSE Officer;
- To Human Resources;
- To the Confidential Counselor;
- By email;
- Through anonymous submission.

We guarantee strict confidentiality.

How we handle reports

Every report from a worker will be formally acknowledged, looked into by our team, and tracked until it is resolved. We make sure to communicate the outcome clearly back to the worker who raised it.

Highly sensitive matters, such as allegations of Sexual Exploitation, Abuse, or Sexual Harassment (SEA/SH), will completely bypass regular supervisors and managers to protect the worker. These serious cases go directly to our designated Confidential Counselor (Ms. M. Rodrigues or any other designated company representative). She handles these reports with total anonymity and a survivor-first approach, focusing entirely on personal safety and immediate support.

To keep improving our workplace, all worker complaints are tracked in our internal files until they are fully closed out.

8. ENVIRONMENTAL AND SOCIAL (E&S) MONITORING PROGRAM

To ensure continuous compliance with this C-ESMP and to verify the effectiveness of mitigation measures, UCC will execute a structured Environmental and Social Monitoring Program. Monitoring results will be systematically tracked using specific indicators, defined frequencies, and designated responsible personnel, and will be shared with EBS in our regular progress reports.

Category	Key Performance Indicators (KPIs)	Frequency	Responsible Personnel	Reporting Format
Occupational Health & Safety (OHS)	Total man-hours worked, Lost Time Injuries (LTI), Incident Frequency Rate (IFR), near-miss registration, toolbox talk, HSEQ walks and observations	Daily tracking (visual) Weekly (inspections)	Site HSE Officer / HSEQ Manager.	Monthly HSEQ Report.
Community Health & Safety	Traffic management plan placement of open trench safety barriers, noise and dust complaints.	Daily during excavation and trenching activities.	On-site Supervisor / HSE Officer.	Weekly Site Inspection
Stakeholder Engagement	Number of "Melding Werkzaamheden" letters distributed, community meetings held, attendance log completion.	Per scheduled work section / monthly	Project Engineer / Project Manager	Stakeholder Engagement Log Summary
External Grievances (GRM)	Total complaints received, classification distribution, average resolution time, number of open vs. closed cases.	Weekly review	Grievance Officer (Mrs. C. Sriram).	Grievance Register Weekly EBS Report
Worker Grievances (WGM)	Total issues brought up by workers and overall resolution rate	Monthly review	Confidential Counselor / HSEQ Manager	Monthly report
Waste Management	Volume of general waste to Ornamibo, volume of plastics/cardboard segregated for SURESUR, scrap/cable return receipts	Weekly tracking	On-site Supervisor / Procurement Office	Waste Disposal Log
Oil & Fuel Spills	Number of fuel/oil leaks, volume spilled, verification of 5C method application, speed of containment.	Immediate upon occurrence	Site HSE Officer / Manager Operations.	Incident Report Form

9. ARCHAEOLOGICAL PLAN (change finds)

The purpose of this plan is to address the possibility of archaeological deposits becoming exposed during ground altering activities within the project area and to provide procedure to follow in the case of a chance archaeological find to ensure that archaeological sites are documented and protected. Developments that involve excavation, movement, or disturbance of soils have the potential to impact archaeological materials, if present. Activities such as land clearing and excavation are all examples of activities that may adversely affect archaeological deposits.

Following the Change finds procedure for the project:

- All activities will be stopped if any employee discovers a physical cultural resource.
- Area will be barricaded.
- The foreman will notify the supervisor and the Manager Operations
- The manager operations will then notify EBS.
- EBS will inform the Archaeological Department (AD) and request the assessment of the location of the find. EBS provides pictures of the finds.
- In the case of human remains, if the remains are assessed to be archaeological, then
- the manger operations will consult the police to determine the handling together with EBS.
- EBS will record details in Incident Report and take photos of the find.
- UCC will secure the discovered site or area to prevent any damage or loss of removable objects. In cases of removable antiquities or sensitive remains, a night guard shall be arranged.
- EBS will further supervise the research together with the stakeholders.
- Construction works could resume only after permission is granted EBS.
- The monumental objects will only be removed on instructions of the client (representative).
- General note: Historical (monumental) objects should be handled with care and only on instructions of the supervisor (EBS). The risk of damaging historical objects by removing/replacing should be investigated with the client, the supervisor (EBS) and the contractor's manager operation. No historical objects can be removed without their permission. It will be a case-by-case assessment to decide which equipment and tools will be used to remove the monumental objects.

10. CSR POLICY AND SDG COMMITMENT

- I. **Activities, mission, vision and core values**
- II. **SDG commitment**
- III. **UN Global Compact**
- IV. **Stakeholders**
- V. **Compliance law- and regulations**
- VI. **CSR policy and budget**
- VII. **Community Involvement & Development**
- VIII. **HSEQ and sustainability policy**

I. Activities, mission, vision and core values UCC

The activities of UCC are: “Advice, construction and technical service with regard to the following infrastructures: utilities, public lighting, ICT networks, cable television and telecommunications systems”.

In 2023, we started extending the value chain of ICT networks by offering firewalls, wireless access points (WAP) and other active equipment (and services). This is expected to become a permanent part of UCC's activities in the coming years (in collaboration with/or outsourcing to the ICT department of Baitali and/or SIOC/SIOC Guyana). In 2025, we expect to be able to fully add this work to UCC's core activities

Mission

Modern and reliable infrastructures (ICT, energy and water) make a positive contribution to society, strengthen the economy and facilitate the sustainable development of Suriname.

UCC makes an important contribution as a market leader in the field of construction and maintenance of indoor, outdoor, underground and above-ground infrastructures for electricity (partly), water and telecom/fiber optic, as well as the supply and installation of active ICT equipment.

Our qualified and motivated UCC Team carries out these works in accordance with international quality requirements and standards in a labor-friendly and environmentally friendly manner.

Vision

UCC aims to consolidate its position as market leader in Suriname and further expand it to the region. From this position, UCC can further facilitate the development of Suriname and the region.

Core values

In our vision we are guided by our core values:

Reliability

Our clients: UCC is a reliable partner that fulfills agreements and adds value.

Justice

Our employees: UCC is a good and decent employer and creates long-term employment with attention to permanent education, safe working conditions and a policy aimed at preventing accidents and occupational diseases. Diversity, protection and inclusion are very important for UCC: "Leave no one behind".

Partnership

Our suppliers: UCC has sustainable partnerships with reliable and market-based suppliers.

Sustainability

Society: UCC supports the Sustainable Development Goals (SDGs) and therefore contributes to its environment and sustainable development, partly in the context of corporate social responsibility.



Other values derived from the mission, vision and core values are:

1. Customer satisfaction & Reliability (agreement = agreement)
2. The starting point is to deliver quality and do it right the first time!
3. Policy and measures aimed at safety & good working conditions
4. Cooperation and basic manners based on respect and ethics
5. Business operations, processes and (management) systems aimed at continuous improvement
6. Method aimed at preventing waste, protecting the environment, promoting sustainability and taking order and cleanliness into account
7. Social responsible and involved!

II. SDG commitment

To express the link with the SDGs and corporate objectives more explicitly, the following new slogan has been launched in 2022:



Enabling sustainable connections

This new slogan aims to underline the importance of UCC's work and its contribution to the development of Suriname and also to emphasize that every employee, without exception, is an important link in this "development chain".

In an initial elaboration, the SDGs are connected to the business objectives in the following dimensions:

1. Connection with mission, vision and core values of UCC (SDG 1, 3, 4, 5, 6, 7, 8, 12, 13, 16, 17);
2. Connection with “core business UCC” (SDG 6, 7, 9, 11);
3. Connection SDGs with policies, budget and activities regarding Corporate Social Responsibility (various SDG but especially: SDG 1, 3, 4, 12-15).

The policy regarding the SDGs will also be linked to the internationally known “Environmental, Social and Governance” (ESG)

III. UN Global Compact

As the first company in Suriname, UCC recently is a member of the UN Global Compact:

The UN Global Compact is a voluntary initiative that encourages businesses worldwide to adopt sustainable and socially responsible policies. It promotes ten principles in four main areas: human rights, labor, environment, and anti-corruption.

The Ten Principles:

A. Human Rights

1. Principle 1: Support and respect the protection of internationally proclaimed human rights.
2. Principle 2: Ensure businesses are not complicit in human rights abuses.

B. Labor

1. Principle 3: Uphold the freedom of association and the effective recognition of the right to collective bargaining.
2. Principle 4: Eliminate all forms of forced and compulsory labor.
3. Principle 5: Abolish child labor.
4. Principle 6: Eliminate discrimination in employment and occupation.

C. Environment

1. Principle 7: Support a precautionary approach to environmental challenges.
2. Principle 8: Undertake initiatives to promote greater environmental responsibility.
3. Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

D. Anti-Corruption

1. Principle 10: Work against corruption in all its forms, including extortion and bribery.

The UN Global Compact aims to align businesses with these values to foster a sustainable and inclusive global economy.

Our Participants

Search Participants

TYPE INITIATIVE COUNTRY SECTOR STATUS

Active Filters: COUNTRY Suriname x Clear All

1 results 10 per page

NAME	TYPE	SECTOR	COUNTRY	JOINED ON
United Caribbean Contractors	Small or Medium-sized Enterprise	Diversified	Suriname	01-Oct-2024

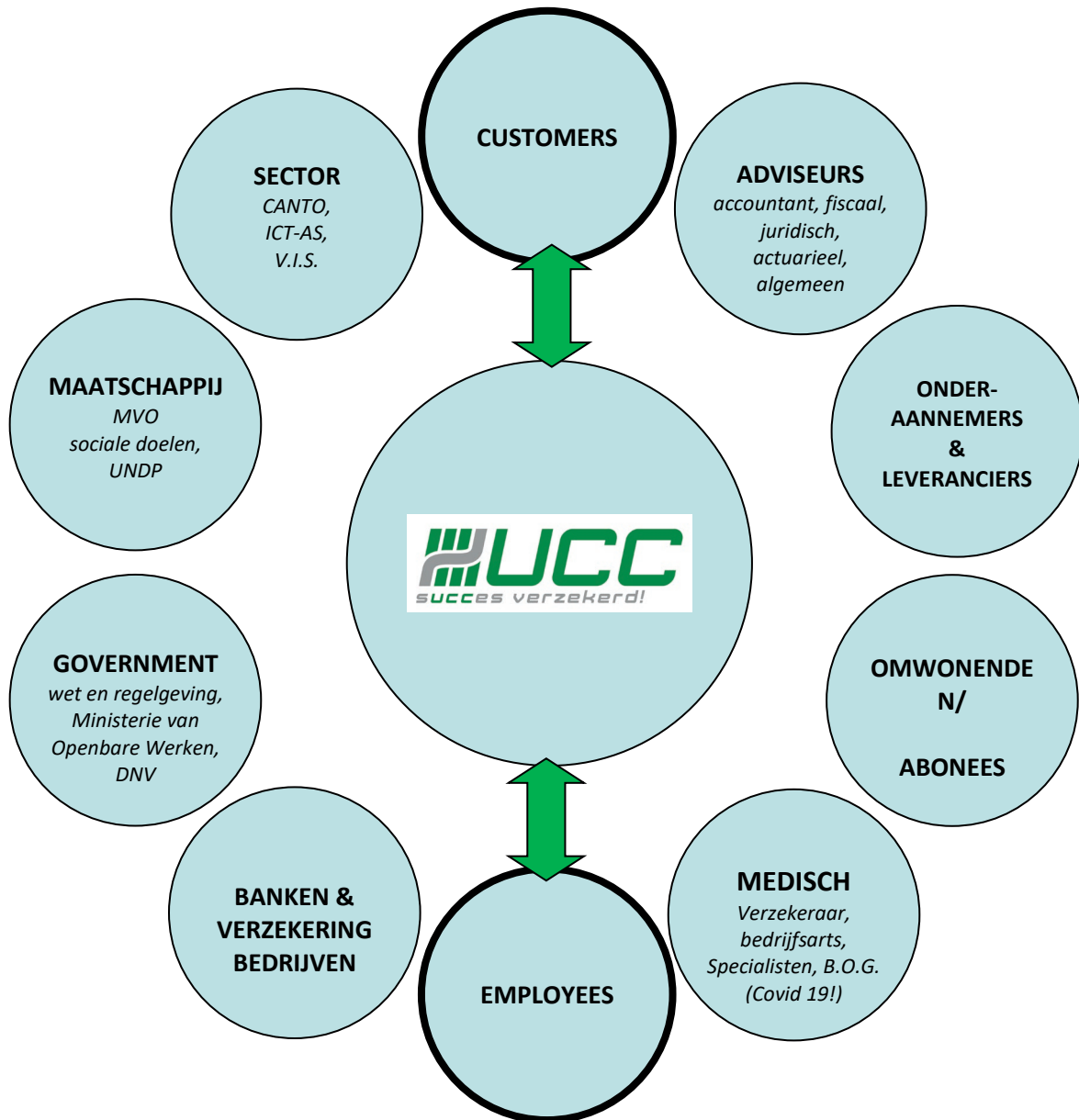
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United Nations
Global Compact

IV. Stakeholders

The stakeholders that are important to UCC are listed as follows:



The stakeholders are reassessed every year and we examine what we expect from the stakeholders, what the stakeholders expect from UCC and what the result of these expectations is. This is included in the six-monthly (internal) management review

V. Compliance law- and regulations

Compliance with laws and regulations is of great importance. The ISO 9001, 45001 and 14001 standards provide a good basis/framework (see standard elements) for this. The management reviews (twice a year) extensively check whether UCC is "compliant" with the applicable laws and regulations. Important stakeholders are:

1. Ministry of Public Works: permits/ permissions;
2. Ministry of Transport & Communications and Tourism: shareholder on behalf of the State of Telesur;
3. Telecommunications Authority of Suriname (T.A.S.): authority in the field of telecom, license issuer;
4. Ministry of Economic Affairs, Entrepreneurship and Technological Innovation: contractor permit
5. (permanent permit, application for extension is no longer necessary);
6. Ministry of Labour, Employment and Youth Affairs: approval of working hours, overtime permit;
7. National Institute for Environment and Development in Suriname (NIMOS): partly in connection with taking the Environmental Framework Act in 2020, this has become an important stakeholder in connection with the possible carrying out of environmental impact reports;
8. Bureau of Public Health (B.O.G.): Covid 19 (less applicable).

VI. CSR policy and budget

Corporate social responsibility manifests itself in various ways. Coming up with good and social goals with donations and/or the free installation of data networks for schools, membership of the Suriname Conservation International (UCC became a Green Partner in 2018 and is actively involved in the activities), membership of the ICT Association (ICT-AS) and the General Contractors Association (AAV) are examples of this.

In relation to our CSR policy, UCC will use the SDGs as a framework:

1. SDG 1: 20% of our budget for the socially vulnerable (the elderly, children's homes)
2. SDG 3: 20% for healthcare
3. SDG 4: 20% for education
4. SDG 12-15: 20% for the environment, climate and biodiversity protection
5. SDG various: 20% other

In the context of Corporate Social Responsibility, UCC has an annual budget for various charities. If minimum guidelines for assessing applications have been set:

1. Has a budget been added? (condition)
2. What is the Social Need? (important information)
3. What is the goal? Does it promote development (reach of target group/social effect)
4. Which SDG can we link the application to? (structure/distribution);
5. What is the intended "Marketing Effect"? (commerce)

VII. Community Involvement & Development

1. Member of and active participation in the ICT Association trade association (abbreviated ICT-AS);
2. Member of and active participation in employers' association Vereniging Surinaamse Bedrijfsleven (abbreviated VSB);
3. Member of and active participation in the trade association General Contractors Association (abbreviated AAV);
4. Member of and active participation in "Green Partnership of Suriname Conservation Foundation";
5. Member of and active participation in National "SDG Platform";
6. Contribute to Earth Hour 2024 in collaboration with WWF-Guianas and some Surinamese companies;
7. Sponsorship policy in the context of Corporate Social Responsibility, aimed at sustainability, Social Necessity, promotion of inclusivity, environmental orientation, general development and partly also the "Marketing Effect" and increasing client partnerships (joint sponsorship).
8. Relating the mission, core activities and corporate social responsibility to the Sustainable Development Goals (SDGs) for all SDGs (in the context of this chapter, especially SDG 12, 13, 14 and 15)
9. Carrying out an annual assessment to what extent the business goals are linked to the global goals (SDGs).
10. Member of and active participation in the Caribbean Organization of National Telecom Operators (CANTO).
11. Member of and active participation in the Green Partnership Program of the Suriname Conservation Foundation.
12. UCC is affiliated with the UN Global Compact

G.G. den Dekker has been nominated through the VSB to represent the private sector in the National SDG Platform. The effective date for this is July 7, 2022.

Through Baitali Group of Companies, a board position has been filled within the Association of Surinamese Business (VSB). G.G. den Dekker will be group representative of the Industry group/sector from November 2022. He also supports the Executive Board.

VIII. HSEQ and sustainability policy

UCC is:

1. Certified conform ISO 9001
2. Certified conform ISO 45001
3. Certified conform ISO 14001

Regarding sustainability UCC have various activities and targets:

Carbon footprint:

Is calculated for 2024, there is a reduction of 9% in connection with the investment in solar.

Energy and fuel consumption:

1. Installing insulated cavity walls (already provided during construction in 1999);
2. Double glazing/windows for the entire office building (energy saving/less cooling required);
3. Replacement (remaining part) of lighting to LED lighting (> 90% executed);
4. Adjust UCC energy mix: at least 90% renewable energy (executed in 2024);
5. Monitor power consumption and reduce it where possible (target 9,000 KWH/month, expected to be reduce to < 1,000 KWH/month due to solar panels);
6. Weekly monitoring of the fuel consumption of all commercial vehicles and equipment and, in the event of deviations, taking immediate action and investigating (target 100%: expressed in established standard consumption/actual consumption x 100%).

Water consumption:

1. Collect rainwater on the UCC site and use this water to wash the cars weekly;
2. Monitor water consumption and reduce it where possible (target 40 m3/month);
3. Target for 2024 is to use 25% rainwater (% of total water consumption).

Other:

1. Assessment criteria of suppliers (quality, safety & adding environmental requirements)
2. Mapping waste flows and collecting and removing them separately as much as possible to recognized organizations:
 - Waste (lubricating) oil
 - Batteries
 - Iron and scrap
 - Copper cables
 - Plastic
 - Paper/ cardboard
 - Bottles
 - Others
3. Various sustainability targets are integrated in the Baitali Incentive Systems. For achieving the targets, employees are rewarded quarterly and annually

Q2-2024 (tm 21-06) 192.000 liter, waarvan:

- 109.000 liter SWM
- 83.000 liter regenwater
- 43% "vuil" water
- water voor auto's wassen/ uitvoering

6 SCHOON WATER EN SANITAIR

7 BETAALBAREN DUURZAME ENERGIE

In Q3-2024 investering 100% solar

Elektrische brofrets

Elektrische auto's?

Gescheiden afval:

- Plastic
- Glas
- Karton
- Accu's
- Oud ijzer/ koper
- Afgewerkte olie

- Reductie papier verbruik

- Duurzame KPI's integreren in dashboard

12 VERANTWOORDE CONSUMPTIE EN PRODUCTIE

0-situatie carbon foot print

Blue Wave programma

Investering solar: 10% reductie

79% uit fossiele brandstoffen

13 KLIMAATACHTIE

Key driver	Total Emission per year (CO2 MT)	Percentage
Fuel (Gasoline + Diesel)	250.85	72.32%
Electricity (Lighting)	31.08	8.96%
Water	0.42	0.12%
Waste	60.00	17.30%
Air Travel and Commuting	4.54	1.31%
Total	346.91	100.00%

11. INVOLVEMENT

UCC policy for HSEQC aims to provide safe and healthy working conditions, to guarantee client satisfaction, continuous improvement and development, the optimized management of environmental resources and to secure the growth of the company in the long-term.

Therefore, effective HSEQC policy implementation not only the responsibility of management, but each employee must try to set as an example by being a leader in safety. Employees must work as a team, each of us carries a responsibility for others in the team.

With the correct attitude and approach to Safety and the HSEQC procedures and practices, UCC believes that Zero Harm can be achieved and sustained.