



# HSE Improvement action Plan

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## 1. Introduction

Gold Circle Investments Limited is committed to being a leader in sustainable mobility solutions in Africa. As part of this commitment, the company recognizes the importance of Health, Safety, and Environmental (HSE) standards in all its operations. This comprehensive HSE improvement plan aims to enhance HSE performance across all aspects of the company's operations, aligning with its core business objectives.

## 2. Objectives

The primary objectives of this HSE improvement plan are:

1. To ensure the health and safety of all employees, contractors, and stakeholders.
2. To minimize environmental impact and promote sustainability in all operations.
3. To comply with relevant HSE regulations and standards.
4. To continuously improve HSE performance through proactive measures and monitoring.

## 3. Core Business Objectives Integration

The HSE improvement plan will be integrated with Gold Circle Investments Limited's core business objectives to ensure alignment and synergy. Each core business objective will have specific HSE targets and initiatives associated with it.

### 3.1. Adopt and Accelerate Key Mobility Solutions and Equipment for Oil and Gas Sector

- Conduct HSE risk assessments for all mobility solutions and equipment deployed in the oil and gas sector.
- Implement HSE training programs for employees involved in the deployment and operation of equipment in the oil and gas sector.
- Develop emergency response plans for potential HSE incidents related to oil and gas operations.

### 3.2. Develop Capacity to Fully Manufacture Electric Bikes, Electric Buggies, and Solar Boats

- Ensure all manufacturing processes adhere to strict HSE standards and regulations.
- Conduct regular HSE inspections and audits of manufacturing facilities.
- Provide HSE training to manufacturing staff on safe handling of equipment and materials.

### 3.3. Build Local Capacity through Technology and Skills Transfer in Design and Manufacture of EV Batteries and Electric Vehicle Chargers

- Implement a comprehensive HSE training program for employees involved in battery and charger manufacturing.
- Conduct regular monitoring of occupational health hazards associated with battery manufacturing processes.



- Implement measures to minimize the environmental impact of battery manufacturing, such as proper waste management and recycling.

#### **3.4. Fully Localize Powertrain Infrastructure for Bikes, Buggies, and Other Car Models**

- Ensure HSE considerations are integrated into the localization process of powertrain infrastructure.
- Conduct risk assessments for local manufacturing facilities and implement necessary controls to mitigate risks.
- Provide HSE training to employees involved in powertrain manufacturing processes.

#### **3.5. Develop and Integrate Local Manufacturing Platform for Solar and Hydrogen Boats**

- Implement HSE management systems for solar and hydrogen boat manufacturing facilities.
- Conduct regular HSE inspections and audits of manufacturing processes.
- Provide HSE training to employees involved in solar and hydrogen boat manufacturing.

#### **3.6. Design Pathways and Linkages Between Materials Transformation and Product Development**

- Consider HSE implications during the design phase of materials transformation processes.
- Implement measures to minimize occupational health risks associated with materials transformation.
- Develop protocols for the safe handling and disposal of hazardous materials used in product development.

#### **3.7. Develop a Leading Hub of Designers of Mobility Solutions in Africa**

- Promote a culture of safety among designers through HSE training and awareness programs.
- Incorporate HSE considerations into the design process of mobility solutions.
- Encourage innovation in HSE practices within the design team.

### **4. Implementation Plan**

The implementation of the HSE improvement plan will involve the following steps:

- Appointment of an HSE manager responsible for overseeing the implementation of the plan.
- Development of HSE policies and procedures tailored to Gold Circle Investments Limited's operations.
- Establishment of HSE committees at various levels within the organization to ensure accountability and engagement.
- Rollout of HSE training programs for all employees, contractors, and stakeholders.



- Regular monitoring and reporting of HSE performance indicators.
- Continuous review and improvement of HSE practices based on feedback and lessons learned.

## **5. Development and updating of Templates, and Forms**

1. HSE Policy Statement
2. HSE Risk Assessment Template
3. Emergency Response Plan Template
4. HSE Training Program Outline
5. HSE Inspection Checklist
6. Incident Reporting Form
7. HSE Performance Dashboard

## **6. Conclusion**

Gold Circle Investments Limited is committed to achieving excellence in HSE performance as it pursues its core business objectives in sustainable mobility solutions. By integrating HSE considerations into all aspects of its operations and implementing proactive measures, the company will not only enhance the safety and well-being of its workforce but also contribute to a more sustainable future for Africa.

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