2023 CORPORATE HSE BUSINESS PLAN (Detailed Action Plan)



Corporate Measures or KPI'sl	Corporate Actions	Leader	IFocus Areas / ChampionI		Leaderl ▼	ICorporate ActionsI ▼	Corporate Measures or KPI's ▼
90% implementation of safety first intervention action plan Delivery of a robust assessment of the required organisational capacity and capability with options and recommendations to address the gaps. Define the Plan to deliver the Safety Refresh sustainably Conduct 6 Tier-1 CEO HSE forum Deliver Tier-2 CEO HSE forum calendar and leadership activities"	Drive & implement the safety first intervention action plan Identify the Safety critical resources (capacity & experience) needed to restore & build Safety performance. Deliver the Safety Refresh plans to sustainably rect the causal themes including process & capability. Enhance contractor relationship & safety		Safety Leadership	Safety Leadership	MSE13	 All directorates to conduct minimum 6 site engagements, on high risk exposure All directorate to document feedback and actions, providing a monthly analysis. Close out of actions and data analysis to be presented by respective directorates at TDG 	Engage for Excellence (all engagements fall under engage for excellence)
Conduct 3 Coaching Safety Leadership coaching workshops for selected CEOs, MDC-1 and PDO leaders Achieve >82% maturity level	performance through HSE CEO forums. • Sustain & Mature IHTIMAM	MSE1 MSE11	MD/GD	MD/GD	MSE13	 100% delivery of FLS sessions for supervisors as per respective directorate plans. (Focusing on high risk areas, contractors. Etc) 	Implementation of FLS workshops
Fundamentals (PSF) Improved in Process Safety Learning From Incidents LFI: continued effective implementation Letter of Assurance (LoA) sign off for each asset and LoA Gaps closed as per plan Leadership Behaviour commitments for 2023 in PPC (outcome of AIPSM MDC deep dive Nov 2022) **Reduction eWIPS (model) PPSM MDC deep dive Nov 2022	mpliance to PSF inpliance to LFI process inpliance to LoA -1 Incidents and Reduction in Tier 2 below 12 in of High risk well integrity issues in inorthly avg less than 4) the selected Tier 3 (level 3 wells) and wel 4 wells) leading indicators and in them to prevent PS iancidents MSE4/ MSE8/ UOEM	Process Safety TD/UOD	GOA		Learner organization PD/UWD	Directors, HSE TLs & MDC -1 to Engag investigation Learning Events to cultival learner mindset. Selected Directors, HSE TL's & MDC -1 Causal reasoning training and coaching Define cultural survey recommendation Closure of actions resulted from Organ Cultural Survey Analysis Develop and issue learner mindset guiclear objective and guidelines	ate a 1 Causal Learning Event 1 Causal Learning Event 2 Causal Learning Event 2 Selected Incident Reviews during MDIRC. ons and oizational 100 % based on agreed action plan
Q LSRs roll out. Rules and Complete identification of risks, consequence, controls and mitigation of LSR risks, to enable maintain of the controls and mitigation of LSR risks, to enable maintain of the controls and mitigation of LSR risks, to enable maintain of the controls and mitigation of LSR risks, to enable maintain of the controls and mitigation of the control of t	the roll out of new 9 Life Saving review compliance against them development, implementation & controls from HSE risk registers he 9 LSRs. MSE13/ MSE53	Hazards & Risk Management OND/UPD	ZER		Contractor HSE Management FD/UED	MSE12/ FPH1 Execute HSE performance Audits for Mode1/2 Medium/High risk contracts Implement the Enhanced HSE Evaluation (IOGP) Model for pre- award Qualification	
• Installation and A • 100% installation and activation of management sys selected Buses with SP-2000-V5	ctivation of driver fatigue tems in buses in accordance UIL/MSE7					Implement applicable recommendation from Arwahuna project	om • 80% implementation of 2023 applicable recommendations
Reduction of 30% violations per 1 Million km driven from last year statistics All directorates dreduce driving LS statistics All new contracts	evelop & implement plan to SR violations by 30% s, contract renewals & extensions be compliant to SP-2000-V5					Award of 3 Major contracts for road construction and Continue with critical road repair North and South"	Award completion 100 % & 40 % Construction completion Complete the Priority 1 road repair job 100 % " Major Road maintenance programme
requirements. • Strategy and action plan prepared and • Develop a 4 year	strategic and implementation preduce total km driven in PDO CCI/MSE7	Road Safety XD/UID			Road Safety XD/UID	MSE7 • All directorates to implement relevant Da AL Salama Recommendations as per the recommendations road map	
Implement key environmental projects as listed in the environmental strategy and action plan	• 90% implementation of the 2023 environmental p	orojects		Health and	UIB / _	integrated worker wentare plan	oproval of integrated workers welfare plan by Q1. nplementation and Compliance of Integrated plan.
 Facilitate the implementation of the endorsed GHG road map and action plan 	• 90% implementation of the 2023 GHG action plan	l IIIOLL	ENABLER ENABLER	Welfare	МСС	Drive Fitness to work compliance in respective PDO directorates as well contracts/subcontracts. 10	00% compliance to Fitness to work requirement
Assurance Cham TD / E	·	D	Champion: ata and CIDO/UWD chnology	Leader: MSE5/MSE5 I		Champion: PD/OSD Handling	Leader: MSE12/MSE5



Corporate Measures or KPI's

- 25. Support & facilitate delivery of L1 & L2 Audits as well as L3 Line of sight L3 submission in PIM.
 - 100% completion of L2 assurance plan and

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- 100 % Implementation of Could PIM; 80 % roll out across PD0
- 90 % Completion
- 80 % Completion 80 % Completion
- 100% Completion of Road Safety Dashboard Release 1

- Conduct a comprehensive review of the consequence management application process and related documents for both PDO and Contractors in line FEH guide
- Pilot FEH approach in three Directorates

Corporate Measures or KPI's

- Issue of FEH guide
- 100% completion of the documents reviews and updates
- 100% completion of the pilot and actions with final Recommendations

- 100% completion of L1 assurance plan and
- submission in PIM.
- 100% completion of L3 assurance plan and critical findings submitted in PIM.

- New PIM system in cloud base solution
- Systemic business learnings automated through centralized PDO system.
- Accessible database to house standardized risk register.
- IHTIMAM rebuild project
- Implement relevant Darb Al Salama Recommendations as per the recommendation roadmap