

DOUGLAS  
**OHI**

# onsite insight

**HSSE** Newsletter



## Introduction

Welcome to the latest edition of the Onsite Insight HSSE Newsletter. This issue brings together safety, sustainability, quality, and community-focused stories from across Oman, the UAE, and KSA, reinforcing our shared commitment to building safer workplaces and stronger communities.

This month, we spotlight Douglas OHI in the Community through the Smiles n' Stuff Corporate Bazaar, delivered in collaboration with Al Noor Rehabilitation & Welfare Association for People of Determination. The initiative highlights how collective action, inclusion, and purpose-driven engagement can create meaningful social impact beyond the workplace.

We also share key updates from Douglas OHI – Sustain 2026, outlining progress across environmental stewardship, community responsibility, safety and wellbeing, and sustainable business performance, all aligned under one framework and one shared vision.

From an operational excellence perspective, the Regional QA Manager provides insights into strengthening quality management systems through improved knowledge sharing, structured project close-down reporting, and lessons learnt that support consistency, efficiency, and continuous improvement across projects.

To conclude, this issue features Dougie's HSSE Corner, with a fun colouring activity for our younger readers. It reinforces safety awareness for all ages, reminding us that safety starts with awareness, care, and everyday actions.



# Around the Region: HSE Blogs

## Oman

by Rajasekar Ramalingam



### Construction Site Safety, Training, and Culture: A Holistic Approach at Douglas OHI Oman

At Douglas OHI, we prioritise safety and team cohesion to create a secure, inclusive, and engaging work environment. Our initiatives support our workforce physically and mentally, from practical safety training to promoting psychological safety.

#### First Aid & Safety Response

Recently, a near-miss highlighted the importance of vigilance. During material transfer, a scaffold ledger weighing 4 kg and about 1 meter long was accidentally dropped, striking a worker's right ribcage. Our team responded quickly with first aid, reaffirming our commitment to injury prevention and immediate response.



#### Safety Training

We conducted hands-on demonstrations during our Hand Safety Workshop to equip workers with the skills to prevent accidents and respond effectively in emergencies.

#### Psychological Safety

Beyond physical safety, we focus on mental well-being. In partnership with CIOB Oman and sponsored by SIM, Peter delivered a talk on psychological safety fostering a culture where workers feel safe to share thoughts, say no, or stop work without fear. This builds trust, open communication, and emotional resilience.

#### Educational Engagement & Sustainability

Students from BSM School visited our Joinery Workshop for practical insights into construction, while MEC students explored our facilities. These initiatives foster future talent and promote sustainable practices.



# Around the Region: HSE Blogs

## Team Building & Morale

To strengthen bonds and celebrate teamwork, we launched our first Construction Crew Volleyball Tournament, boosting morale and camaraderie beyond the job site.

## Confined Space Rescue Training

Our team at Al Ghubrah regularly practices rescue drills using lifting harnesses, ensuring readiness for confined space emergencies.

## Health & Wellbeing

We emphasise both physical and mental health through onsite health surveillance and encouraging regular exercise routines, starting strong physically and psychologically.

## Diversity & Inclusion

We are committed to empowering women and promoting diversity. Our Al Ghubrah team works to break barriers, foster equal opportunities, and build an inclusive, innovative industry.



## Celebrating Achievements

After completing the SWI roof slab, our team celebrated this milestone with a formation event before pouring concrete recognising hard work and teamwork to motivate our workforce. At Douglas OHI, safety, education, inclusivity, and team spirit are interconnected. Investing in our people and cultivating a positive culture is key to building a safer, stronger, and sustainable future in construction.



# Around the Region: HSE Blogs

UAE

by Rajesh M Pillai



## Habshan Gas Compressor Plant PKG-2

### Safe Lifting

Crane operations, vital for many construction and industrial projects, pose significant risks if not managed correctly. Understanding the major causes of crane accidents is essential for enhancing safety and preventing hazardous incidents. Here are some of the most common causes:

- Contact with Power Lines:** Cranes often operate in close proximity to power lines. Accidental contacts are frequent and can lead to severe electrical shocks, fires, and fatalities.
- Overtures:** Crane overtures are typically a result of operating beyond the machine's capacity or improper operation by the operator.
- Falls:** Workers may fall from the crane itself or be struck by objects falling from the crane.
- Mechanical Failures:** These can arise from inadequate maintenance and inspections.

Understanding these hazards is the first step toward mitigating risks and ensuring the safety of all personnel involved in crane operations.

Douglas OHI HSE Department conducted the Monthly HSE Awareness Campaign for December 2025 on the topic "Safe Lifting!" specifically targeting lifting operations which remain one of the highest-risk activities in the construction site.

- Team Lifting & Communication** – Encouraging coordinated lifting for heavy loads and clear communication signals.
- Load Assessment & Planning** – Ensuring workers assess load weight, stability, and pathway before lifting.
- Proper Lifting Techniques** – Educating workers on correct body posture, lifting mechanics, and load assessment.

Crane lifting safety awareness centres on preventing accidents from overloading, electrocution, instability, and falling loads through strict adherence to procedures, clear communication, regular inspections, and comprehensive training, emphasising that only qualified personnel should operate cranes and no one should be under a suspended load or within the swing radius. Key pillars include pre-lift planning, load knowledge, designated safe zones, and consistent communication, ensuring a strong safety culture prevents catastrophic failures and protects lives.

As part of the Campaign, Practical Exhibits such as:

- Live demo of lifting activity with functional Modular Crane and Rigging Team members demonstrating necessary precautions needed to be taken while performing lifts.
- Lifting Gear exhibits to demonstrate the importance for inspection and identification tags/labels on lifting gears.



# Around the Region: HSE Blogs

**KSA**

by Ibrahim Rashid



Safety, Health, and Environment (HSE) remained at the core of our operations across all KSA projects during December 2025. The month reflected strong commitment, proactive initiatives, and continuous improvement across the Zuluf and Riyas NGL (RNGL) Package 1 & 2 projects, demonstrating our collective focus on safe operations, environmental stewardship, and workforce engagement.

## Motor Vehicle Incident and Near-Miss Reporting

Overall HSSE performance during the month was positive, with no major incidents, no Lost Time Injuries (LTI), and no Medical Treatment Cases (MTC) reported. However, one minor Motor Vehicle Incident was reported at the ZWPT Project, and a total of seven (7) Near-Miss Incidents were proactively reported at RNGL Package 1 & 2.

All motor vehicle incidents and near misses were investigated in a timely manner, with appropriate corrective and preventive actions implemented to prevent recurrence. This proactive reporting reflects a strengthening safety culture where potential hazards are identified early and addressed before escalation.

## Training, Awareness, and Workforce Engagement

Continuous learning remained a key pillar of our HSE strategy. Throughout the month, various internal and external training programs were conducted, covering traffic safety awareness, working at height procedures, work permit systems, gas testing requirements, STARTRT Card (Safety Task Analysis Risk Reduction Talk) meetings, and third-party certified trainings such as WPR and OSHA 30-Hour.

Weekly Mass Toolbox Talks (TBTs) were conducted across all projects, reinforcing critical safety messages, encouraging open communication, and strengthening workforce participation. At RNGL, safety recognition awards further promoted positive safety behavior and accountability. In addition, daily warm-up exercises were conducted at all projects prior to daily TBTs and work commencement, supporting fitness for work and injury prevention.



# Around the Region: HSE Blogs

## Safety Campaigns and Leadership Involvement

A major highlight of December was the Man-Machine Interface Safety Campaign at RNGL. The campaign included live demonstrations and a dedicated awareness booth showcasing handcrafted safety models related to cranes, manlifts, excavators, unsafe lifting practices, and line-of-fire scenarios. The inauguration of the campaign by Aramco representatives demonstrated strong leadership involvement and client support in promoting safe interaction between personnel and equipment.



## Emergency Preparedness and Compliance



Emergency preparedness was validated through mock drills conducted during the month, including a simulated medical emergency and a fire scenario in camp accommodation caused by electrical overheating. These drills demonstrated effective coordination among supervisors, safety teams, first aiders, Emergency Response Teams, and management, confirming readiness and compliance with established emergency response procedures.

Routine monthly inspections and colour coding of safety equipment such as full-body harnesses, power tools, fire extinguishers, and hand tools were completed as planned. In addition, Douglas camp inspections conducted jointly with Aramco Community Services reaffirmed high standards of welfare, safety, and accommodation management.

## Sustainability and Environmental Initiatives

Environmental responsibility continued to be promoted through initiatives such as the Zuluf residential camp kitchen garden, which successfully harvested organic produce grown from seed waste. Camp revamping, landscaping, and greenery initiatives further enhanced aesthetics, community spirit, and sustainability awareness.



## Moving Forward

As part of workforce engagement and welfare initiatives:

- Winter jackets were distributed to all workforce at RNGL Package 1 & 2 projects.
- The New Year was celebrated with staff through a cake-cutting event, fostering team spirit and a positive work environment.

December 2025 once again demonstrated that proactive reporting, workforce participation, leadership involvement, and continuous improvement are key to sustaining a strong HSE culture across our KSA projects.

# Regional QA Manager

by P. G. Girish Kumar | Regional QA Manager

## Putting Quality Management Systems into Practice

### Project Lessons Learnt Web App

The Quality Department has recently launched the Project Lessons Learnt Web App to address gaps in project documentation and knowledge sharing. While lessons are gained on every project, the systematic recording of these insights has historically been inconsistent. This new platform rectifies that issue by capturing valuable operational knowledge in a structured and accessible format.

### Objectives

- Establish a company-wide knowledge base by collecting data from both positive and negative operational issues at all stages of a contract.
- Consolidate insights that can be applied to future projects.
- Strengthen the culture of knowledge sharing and prevent repeated non-conformances.
- Provide easy access to information for all employees.
- Reduce paper usage and support environmentally friendly practices.
- Decrease time spent on reporting activities.
- Ensure project information is available at any time for reference.

### Benefits

- Facilitates proactive risk management.
- Enhances Quality/HSE culture and operational excellence.
- Helps secure the right resources for project delivery.
- Improves organisational knowledge management.
- Supports increased customer satisfaction.
- Strengthens adherence to construction timelines and budgets.
- Reduces project costs by learning from previous experiences.
- Optimises processes and boosts efficiency.
- Promotes the effective application of organisational

### Project Closedown Reporting

Project closedown reporting is a formal, structured process that documents and evaluates the completion of construction projects. It verifies that contractual

obligations and deliverables have been met, summarises performance, captures lessons learned, and provides a complete record for internal and external stakeholders.

### Key Components of Project Closedown Reporting

#### 1. Verification of Completion

- Confirmation that all construction works, punch-list items, inspections, and commissioning activities are complete.
- Client and consultant acceptance supported by official handover certificates.

#### 2. Performance Reporting

- Comparison of planned versus actual outcomes in cost, schedule, scope, and quality.
- Documentation of safety performance, including incident records and compliance metrics.
- Evaluation of subcontractor and supplier performance.

#### 3. Contract and Financial Closure

- Submission of final accounts, variation orders, claims, and payment records.
- Closure of procurement and subcontract agreements.

#### 4. Technical Documentation

- As-built drawings and documentation.
- Operation and maintenance (O&M) manuals.
- Test reports, certifications, and warranties.
- Compliance documentation, including environmental, safety, and regulatory records.

#### 5. Lessons Learned and Project Evaluation

- Summary of project challenges, risks, successes, and improvement recommendations.
- Review of team and subcontractor performance.



### Conclusion

Through enhanced quality control, customer engagement tools, improved knowledge-sharing systems, and comprehensive close-down reporting, Douglas OHI strengthens its capability to deliver excellence across all projects. These initiatives form part of an ongoing commitment to continuous improvement, operational efficiency, and customer satisfaction - ensuring sustained success for the organisation.

# Building a Sustainable Future: Douglas OHI – Sustain 2026

by Suha AL Dhuhli

At Douglas OHI, sustainability is not just a goal, it is a responsibility embedded in everything we do. From the way we plan our projects to the decisions we make every day, sustainability guides our actions. As we move into 2026, our Sustainability Menu Goals set a clear direction for protecting people, preserving the environment, supporting communities, and delivering responsible business growth.

## Community & Social Responsibility

Our sustainability journey is rooted in a simple belief: we should always leave things better than we find them. Through our Sustain 2026 Community Goals, each project site is encouraged to support at least one local community initiative every year, strengthening our positive impact where we operate. We also maintain strict supply chain accommodation standards and work closely with local stakeholders to ensure ethical, respectful, and sustainable practices across all operations.

## Environmental Stewardship

Reducing our environmental footprint remains a core pillar of the Sustain goals 2026 – Environment Goals. By 2027, Douglas OHI aims to achieve a 5% reduction in water consumption, fuel usage, and electricity use, measured against our 2026 baseline. While these reductions may appear modest individually, collectively they represent a significant step toward resource efficiency and environmental protection. In addition, our commitment to 100% sustainable timber sourcing reinforces our dedication to responsible material use and circular economy principles.

## Safety, Wellbeing & People

People are at the heart of our sustainability strategy. Under the Sustain Menu – Safety and Wellbeing Goals, we are targeting a 5% reduction in Accident Incident Rate (AIR), strengthening our unwavering Zero Harm culture. Annual medical examinations for all employees, alongside 100% completion of performance appraisals, ensure that employee health, safety, and personal development progress together. We also continue to standardise HSSE requirements across the organisation, providing clarity, consistency, and confidence in all critical activities.

## Sustainable Business Performance

Sustainability and business success go hand in hand. Through the Sustain Menu – Business Goals, we aim to achieve budgeted profits while maintaining zero significant environmental incidents. By improving our cash conversion rate and embedding sustainability into business planning and decision-making, we ensure that our growth is resilient, responsible, and aligned with Douglas OHI values.

## One Framework, One Vision

As reflected in our Sustain 2026 framework, every pillar environment, safety, wellbeing, community, and business performance is interconnected. Like a strong structure, each element supports the others, creating a solid foundation for long-term success.

Together, through shared responsibility and collective action, we are building a safer, greener, and more sustainable future for Douglas OHI one goal, one project, and one step at a time.



# Douglas OHI in the Community

## Hams Al-Atheer Rehabilitation Center: A Story of Vision, Compassion, and Impact

by Joukha Ahmed Al-Harthi

The success of Hams Al-Atheer Rehabilitation Centre is deeply rooted in the inspiring vision of its founder, Joukha Al-Harthi. Her journey reflects a purposeful transition from a career in the police force defined by discipline, responsibility, and service to the nation to serving a vital humanitarian segment of society.

Driven by a strong belief that her true mission was to make a meaningful difference in the lives of children with disabilities and their families, Joukha and her team transformed this conviction into reality. Through dedication, leadership, and compassion, she established and continues to lead Hams Al-Atheer Rehabilitation Centre, creating a space of hope, development, and empowerment.

### About Hams Al-Atheer Rehabilitation Center

Hams Al-Atheer Rehabilitation Center is a specialised rehabilitation centre in the Sultanate of Oman, dedicated to supporting and rehabilitating children and individuals with disabilities. As one of the accredited private rehabilitation centres in the country, it provides a comprehensive range of services designed to develop skills, enhance independence, and promote social integration.

The center also caters to children experiencing language delays, behavioural challenges, learning difficulties, stuttering, and speech disorders, offering them professional care within a supportive and inclusive environment that prioritises quality of life.



### Key Services

- Special Education
- Occupational Therapy
- Speech and Language Therapy
- Psychological and Behavioral Rehabilitation
- Physical Therapy





## Our Branches

Hams Al-Atheer Rehabilitation Center operates multiple branches across the Sultanate, including:

- Al Khoud Branch
- Al Azaiba Branch
- Al Suwayq Branch



## Conclusion

Hams Al-Atheer Rehabilitation Center stands as a powerful example of how vision, empathy, and commitment can transform lives. Under the leadership of Joukha Al-Harthi, the center continues to play a vital role in empowering children with disabilities and supporting their families. Its ongoing mission reflects not only professional excellence in rehabilitation services but also a deep belief in inclusion, dignity, and the potential of every child to thrive within society.

# Spreading Smiles Through Charity: The Smiles n' Stuff Corporate Bazaar

by Deepa Nair

Douglas OHI proudly hosted the **Smiles n' Stuff Corporate Bazaar** at our Mussafah office in Abu Dhabi, in collaboration with **Al Noor Rehabilitation and Welfare Association for People of Determination**. This initiative was more than just a marketplace—it was a celebration of empowerment, creativity, and community spirit.

**Al Noor Centre**, based in Dubai, is a well-established institution following a landmark approval issued by the UAE Ministry of Community Development, **Al Noor Training Centre for Persons with Disabilities**, Dubai's legacy institution for people of determination and special needs, has grown into the capacity of being a public welfare association as of 2020 - Al Noor Rehabilitation & Welfare Association for People of Determination.

- **Kids Age Range:** 4 to 35 years
- **Disabilities Supported:** Autism, intellectual disabilities, multiple disabilities, and complex conditions

**Smiles n' Stuff** is their own shop at Al Noor, where all the products made by their students are sold. Al Noor has four Vocational Units, Bakery, Printing Technology, Fashion Technology and Wood Design Technology unit. They make delicious cookies in the Bakery Unit. The book ends and pencil holders are made in the Wood Design Technology unit. The

t-shirts and mugs are printed in the Printing Technology unit and the bags are made in the Fashion Technology unit. The students who produced these items come from the Senior boys and girls' unit and the Work Placement unit. All of them work on the items according to their ability. The final product that you see here is the result of the team effort of all these students.

The bazaar showcased a vibrant collection of handcrafted products made by students of Al Noor Centre. Each item reflected their dedication and skill, developed through vocational training programs aimed at fostering independence and confidence. By purchasing these products, employees contributed directly to sustaining these programs and supporting individuals of determination.

## Event Highlights

- Douglas OHI Office, Mussafah
- **Participants:** Al Noor staff and Douglas OHI employees
- **Products:** Handcrafted items including home décor, accessories, and gifts
- **Purpose:** Support vocational training and empower individuals of determination



## Funds Raised

The bazaar successfully raised **AED 4,850**, which will directly fund training programs and resources for students at Al Noor Centre. Every purchase made during the event contributed to creating opportunities and fostering independence for these talented individuals.

## Impact Beyond Sales

Beyond raising funds, the bazaar strengthened our commitment to **corporate social responsibility** and inclusivity. It reminded us that small acts—like buying a handcrafted item—can make a big difference in someone's life. The success of this event reflects the power of collaboration and compassion in creating meaningful change.

As we look forward to more such initiatives, let's continue to support causes that bring joy and opportunity to those who need it most. Together, we can transform lives—one smile at a time.



# In Conversation With



## Vinayak Balan

HSE Trainer

1

When did you join Douglas OHI?

*I joined Douglas OHI in December 2023, and over the past two years it has been a rewarding journey contributing to the organisation's HSSE goals, safety culture, and continuous improvement initiatives.*

2

Where are you based and what are you currently doing?

*I am currently based in Abu Dhabi, United Arab Emirates, serving as an HSE Trainer. I am deployed at the CU001: Habshan Gas Compressor Plant – Package 2 project, where I support HSSE training, awareness, and competency development. Beyond training, I also support HSE coordination and administration, working closely with the Project Management Team to drive HSSE excellence.*

3

Is there anything you can share about your life so far?

*Life so far has been both rewarding and challenging. My journey as an HSE Trainer has been shaped by continuous learning, hands-on field experience, and diverse responsibilities, reinforcing my belief that safety is not just a requirement but a shared value. By balancing work and life while focusing on professional development, I strive to lead by example and contribute to a strong safety culture.*

4

What makes you happy?

*What truly makes me happy is helping people, family, friends, or colleagues. especially the sense of achievement when a problem is solved. I also find happiness in simple things like stargazing, cloud-watching, trying new cuisines, and exploring new places.*

5

What are your hopes for the future?

*Looking ahead, I hope to continue growing both professionally and personally, strengthening my expertise while inspiring others. I aim to play an active role in developing a strong training department focused on learning, skill building, and craft training, while empowering people to speak up, learn continuously, and contribute meaningfully to HSSE excellence.*

6

What advice would you give to your younger self if possible?

*I would remind my younger self to stay curious, keep learning, and never stop exploring, whether it is new places, food, music, or experiences. Be kind to yourself, believe in your abilities, and always give your best. Trust the journey; in time, everything finds its place.*



## In Conversation With



### Prashant Shah

Planning Manager

1

**How long have you worked for the company?**

*I joined Douglas OHI and worked with the company for six years. After a one-year break, I rejoined and plan to stay for the long term, contributing to the team and supporting the company's goals.*

2

**Can you share something about yourself?**

*I am enthusiastic, self-motivated, reliable, and hardworking. I work well both independently and as part of a team, adapt easily to challenging situations, and handle pressure while meeting strict deadlines.*

3

**What makes you the happiest?**

*Self-acceptance, a positive mindset, strong relationships, and gratitude make me happiest. I also enjoy helping others, self-care, exercise, spending time in nature—especially near water—learning, and simple acts of kindness.*

4

**What advice would you give to your younger self?**

*Have confidence in yourself, take responsibility for your well-being, accept that mistakes are part of learning, don't worry about others' opinions, and always be kind.*

5

**What is your greatest achievement to date?**

*Improving and re-organising how things work by identifying problems, implementing better solutions, introducing new ideas, supporting special projects, and receiving recognition from supervisors and colleagues.*

6

**What advice would you give to those who wish to follow in your footsteps?**

*Seek guidance, stay focused on your purpose, and never let obstacles stand in the way of achieving your goals.*



## Dougie's HSSE Corner

KSA

by Nagnathan Hariprasath



### Dougie Steps In for a Safe Lift



## Dougie's HSSE Corner

### A quick reminder

**Safety starts with staying alert and following proper site guidelines.**

**Can you bring this safety hero to life with your colours?**



*Please send your colouring to [dougie@douglasohi.com](mailto:dougie@douglasohi.com)*

**You never know, you may win a prize!**