

onsite *HSSE Newsletter* insight



Introduction

Welcome to the latest edition of our Onsite Insight HSSE Newsletter! As you've come to expect our teams across Oman, the UAE, and KSA have once again come together to share their initiatives, achievements, and training highlights showcasing our collective commitment to safety, sustainability, and excellence.

This edition kicks off with insightful safety blogs from different regions, followed by a meaningful Corporate Social Responsibility (CSR) feature, where Ms. Meera highlights the UAE team's support for Operation Smile Egypt, reflecting how our values extend beyond the workplace.

In our popular "In Conversation With" section, our country HSSE Managers Mr. Rajasekar Ramalingam, Mr. Rajesh M, and Mr. Ibrahim Rashid share their professional journeys, experiences, and perspectives from the field, offering valuable insights and inspiration.

To wrap it up on a fun and family-friendly note, our beloved mascot Dougie invites you to involve your kids! Share Dougie's hot-work welding activity picture with them, let them colour it, and help raise awareness about the risks associated with welding in a simple and enjoyable way.



Around the Region: HSE Blogs

Oman

by Rajasekar Ramalingam



Safety, Engagement, and Achievements: Oman Business Unit's Recent Highlights

In Oman, our unwavering commitment to safety, employee wellbeing, and operational excellence continues to define our journey. Recent initiatives and events reflect our dedication to creating a secure, collaborative, and productive work environment.

Prioritising Safety: A Closer Look

Safety remains at the core of our operations. Recently, we responded swiftly to a medical treatment case involving an employee engaged in carpentry work. Whilst hammering, the employee's struck a nearby scaffold tube, causing slip and change direction.

This resulted in a crush injury to his right index fingertip. Our immediate response underscores our commitment to prompt medical care and incident investigation, ensuring lessons learned lead to improved safety protocols.

Our safety initiatives include:

- **Quarterly Compliance Audit:** Successfully completed by GS Inima, reflecting our adherence to industry standards and continuous improvement.
- **Electrical Safety Campaign:** Raising awareness and reinforcing best practices for electrical safety across our sites.
- **Emergency Evacuation Drill:** Executed to ensure preparedness for any emergency, safeguarding our team and assets.
- **Housekeeping Campaign:** Promoting cleanliness and organisation to prevent accidents and maintain a safe workspace.
- **Hazard Hunt Safety Walk-Through:** Engaging employees in identifying potential risks proactively.
- **Chemical Handling & Spill Prevention:** Conducted to enhance our emergency preparedness and ensure safe handling of hazardous materials.
- **Operator, Rigger, and Flagman Coordination Training:** Strengthening teamwork and communication for safer operations.



Around the Region: HSE Blogs

Celebrating Our People and Milestones

Beyond safety, we believe in recognising and celebrating the efforts of our team. Recent initiatives include:

- **R&R Award:** Honoring outstanding performance and dedication.



- **Employees' Grievance and Welfare Survey:** Gathering feedback to understand and address employee concerns, fostering a supportive work environment.

- **A Day Away from Work:** Celebrating collaboration with colleagues and families, reinforcing our culture of unity and appreciation.



- **CB&I Milestone Achievements Celebration:** Recognising significant milestones in our business journey, motivating continued excellence.



Looking Ahead

Our focus remains on fostering a safety-first culture, supporting our employees' growth, and achieving operational excellence. These initiatives demonstrate our commitment to making Oman a safe, engaging, and successful place in which to work.

Together, we build a safer, stronger future.

Around the Region: HSE Blogs

UAE

by Rajesh M Pillai



Blood Donation Drive

The site team demonstrated its commitment to health, safety, and community well-being by organizing initiatives and conducting on-the-job training on safe kerb stone handling. These initiatives reflect a proactive approach to saving lives, protecting workers, and strengthening a positive safety culture both in the workplace and within the community.

We organised a “Blood Donation Drive” on 20th Jan 2026 in collaboration with Abu Dhabi Blood Bank Services – Abu Dhabi Health Services (SEHA). Blood donation is a simple yet profoundly impactful act that can save lives, provide hope, and improve the well-being of individuals in dire need. Blood is a precious resource that plays a vital role in various medical procedures and emergencies, and its availability is essential for the survival of many patients.

Blood donation campaigns are vital to engage new donors, spread awareness and ensure an adequate blood supply during this critical time. From leveraging social media to telling donor stories, launching a successful donation campaign requires effective marketing and recruitment strategies to make an impact. This article explores the importance of blood donation in society and benefits to the donor. The UAE’s health authorities encourage blood donation. Blood donation drives are held several times throughout the year at several locations.

Benefits to the Donor

Donating blood is not just beneficial for recipients; it offers several health advantages:

- **Cardiovascular Health:** Regular donation can help maintain healthy iron levels and reduce the risk of heart disease.
- **Blood Cell Regeneration:** It stimulates the body to produce new blood cells.
- **Health Screening:** The process includes a mini-physical, allowing donors to detect potential, hidden, health issues.
- **Psychological Well-being:** Participants often experience a sense of fulfillment and improved, mental health through altruism and social responsibility.

Regular blood donors are unsung heroes who save lives and offer hope to those in distress. Consider becoming a blood donor, and you can be part of this life-changing mission to ensure a steady and ample supply of blood for those who need it most. Your simple act of giving can make a world of difference and brighten the futures of countless individuals and families.



Around the Region: HSE Blogs

Manual handling of Kerbstones – On-the-job training

An on-the-job training has been conducted at our Project site to educate the people who are engaged in the laying of kerbstone activities. Lifting kerbstones is a high-risk activity due to their weight, often exceeding 80kg, which can cause severe, long-term musculoskeletal injuries to workers. Safety, in accordance with HSE (Health and Safety Executive) guidelines, requires a "hierarchy of control," prioritizing mechanical aids over manual handling to prevent back, shoulder, and hand injuries.

Kerbstones of various sizes were brought to the location with the available manual lifter tools and explained in detail how a block can be safely lifted and placed. The DO's and DONT's of manual handling were discussed in the session. Employers must prioritise avoiding hazardous manual handling, assessing unavoidable risks, and reducing them to as low as reasonably practicable, often by using mechanical aids, proper lifting techniques, and training. Training in good handling techniques is needed for these situations. Using handling aids to avoid bending and stooping and ensuring two people share the lift reduces risk of injury. Using lighter weight units will also reduce the risk of injury.



Around the Region: HSE Blogs

KSA

by Ibrahim Rashid



During January 2026, KSA projects recorded five (05) near misses and one (01) property damage incident, while no recordable incidents were reported at Zuluf. All reported cases were investigated, with correct and preventative actions implemented to prevent recurrence.

HSSE performance across our project site in KSA remained stable, supported by proactive reporting, continuous monitoring, and strong workforce engagement. Internal audits at the site and camp, targeted training such as HAZCOM and spill response, weekly mass toolbox talks, and R&R incentive-based safety programs reinforced safe work practices. Emergency preparedness was validated through a food poisoning emergency drill, and the Safwa Office and Plant Department was successfully inaugurated.



HSSE initiatives focused on strengthening coordination and hazard awareness through STARRT meetings, internal training, mass safety meetings, and the first HSE Forum Meeting chaired by ARAMCO PMT, with participation from all subcontractors. Interactive activities, including hazard hunting and safety recognition, further encouraged workforce involvement.

Around the Region: HSE Blogs

Emergency readiness was demonstrated through a fire emergency drill, while monthly inspections, equipment colour coding, camp inspections and internal audits ensured continued compliance.



Employee well-being initiatives were reinforced through blood donation campaigns conducted at Head Office and RNGL.



Overall, January reflected a strong HSE culture driven by proactive reporting, effective incident management, and continuous improvement across KSA operations.

Warmth Beyond Borders: Douglas OHI – UAE Supports Operation Smile Egypt

by Meera Hassan

Douglas OHI – UAE is pleased to support Operation Smile through the donation of warm clothing for patients participating in the upcoming international surgical program in Egypt, scheduled to take place from 9th to 12th February.

This contribution reflects Douglas OHI's ongoing commitment to social responsibility and to making a meaningful difference in the lives of communities beyond our immediate operations. We are encouraged to know that the Operation Smile team in Egypt has identified a genuine need for these items, ensuring that the donation will provide both comfort and care to patients during a critical time in their treatment and recovery.

At Douglas OHI – UAE, we believe that even simple acts of kindness can have a lasting impact. Providing warmth is not just about clothing; it is about dignity, reassurance, and showing patients and their families that they are supported and cared for.

We extend our sincere appreciation to Operation Smile for the opportunity to collaborate on this meaningful initiative.

Together, we are reminded that when organisations come together with a common purpose, we can help bring comfort, hope, and smiles from our homes to cross borders.



In Conversation With



Ibrahim Rashid

KSA HSSE Manager

1

When did you first join the company, and what inspired you to do so?

I originally worked with Douglas OHI LLC in Oman from 2007 to 2018 and rejoined their subsidiary, Majan Construction Company in Saudi Arabia, in February 2024 as HSE Manager. I was inspired to return by the opportunity to use my experience to strengthen HSE practices on large-scale projects and support the company's commitment to safety, sustainability, and operational excellence.

2

Where are you currently based, and what is your role within the company?

I am currently based in Alkhobar, Saudi Arabia, and I recently transitioned into the role of Country HSE Manager. In this role, I oversee all HSE initiatives across projects, ensuring compliance with international standards like ISO 45001 and ISO 14001, implementing corporate HSE policies, mentoring project HSE teams, and driving continuous improvement in safety and environmental performance.

3

Could you tell us a little about your background or life journey so far?

Over my 29-year career, I've worked across Saudi Arabia and Oman in the Oil & Gas, Desalination, Power, Petrochemical, and construction industries. My journey combines hands-on safety management, leadership roles, and a strong focus on sustainability, risk management, and creating safer workplaces.

4

What accomplishments are you most proud of in your career or personal life?

I am particularly proud of leading HSE operations on complex projects such as the Riyas NGL and Zuluf Water Treatment Plant. In these roles, I implemented comprehensive safety management systems, conducted internal audits and incident investigations, and ensured full compliance with statutory and international standards. These efforts significantly enhanced safety performance, earned client recognition, and reinforced a strong culture of safety across the organisation.

5

What brings you the most happiness or fulfillment in your day-to-day life?

I derive great satisfaction from making a tangible impact on workplace safety and employee well-being. Mentoring HSE teams, seeing safety practices effectively implemented on site, and knowing that my work protects lives and the environment gives me a strong sense of fulfillment. After office hours, I spend quality time talking to my family, which helps me stay connected, balanced, and motivated both personally and professionally.

6

If you could give advice to your younger self, what would it be?

I would tell my younger self to embrace challenges as opportunities to learn and grow, especially in safety-critical roles where decisions have real-world consequences. I'd also emphasise the importance of continuous learning, adaptability, and building strong relationships across teams and organisations it's these connections and experiences that shape a successful career.

HSE



In Conversation With



Rajasekar Ramalingam

Oman HSSE Manager

1

When did you join Douglas OHI and what initially attracted you to the organisation?

Initially, I served as a Shared Person for Douglas OHI in the role of Sustainability Coordinator through Interserve. In 2017, I officially joined Douglas OHI as a HSE Advisor. I was particularly attracted to the organisation due to its strong emphasis on sustainability, especially its CSR initiatives. Notable projects I contributed to include the revitalisation of Ghala Village and organising a Sports Fest collection as part of CSR activities.

2

Where are you based and what are you currently doing?

I am currently serving as the HSE Manager for the Oman Business Unit.

3

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

Balancing work and life are essential for reducing stress, preventing burnout, and improving mental and physical health, while simultaneously increasing productivity and job satisfaction. A healthy equilibrium fosters stronger personal relationships and allows for better self-care, leading to higher, more sustainable work performance.

4

What makes you happy?

Generally, people are pleased when their expectations are met and things go as planned. However, as an HSE professional, we often anticipate potential incidents on a daily basis. Our satisfaction at the end of the day comes from the absence of any incidents or accidents, ensuring a safe and secure environment.

5

What are your key goals or aspirations for the future, particularly in HSE excellence?

Douglas OHI HSE standards consistently align with the evolving construction industry requirements. We are committed to maintaining and updating these standards to incorporate the latest advancements, leveraging technology alongside a human-centric approach to continuously improve HSE practices. Our goal is to establish ourselves as a leader in the industry through our dedication to excellence and innovation in health, safety, and environmental management.

6

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

I firmly believe that success in HSE and Sustainability is not solely determined by one's designation or role. True achievement must stem from genuine commitment and dedication, originating from the heart, driven by a sincere desire to positively impact people and the environment.

HSE



In Conversation With



Rajesh M

UAE HSSE Manager

- 1** What is your current role at Douglas OHI?

My current role in the company as Senior HSE Manager responsible for all UAE projects.
- 2** How long have you been with the company and what was your first role?

I have been working with Douglas OHI since 2000 and my first role in the company was as an administrative staff working in HO as well as in the project sites.
- 3** What does a typical workday look like for you?

Wake up early in the morning, traveling to various sites, discussion with HSE staff and the project management team about the day-to-day activities. During the site visit, I always make time to visit the Client HSE Manager and gather their feedback on the company's HSE standards.
- 4** What has been the most challenging aspect of your job so far?

When I was transferred from Oman to UAE and responsible for UAE projects, to work with client like ADNOC without knowing their procedure, requirements and obtaining the approval for the position of HSE Manager was one of the major challenges I faced. I succeeded in achieving my aim by working hard and spending time learning the procedures/standards and understanding the requirements.
- 5** What is the best advice you could give your younger self?

Work hard, support each other, understand the responsibilities assigned and your dedication in timely delivery will be the success of an HSE Officer. Each HSE individual should spend some time learning the HSE Management system requirements and the standards, which is the key to becoming a competent HSE Officer. A competent Health, Safety, and Environment (HSE) officer is a qualified professional with the necessary skills, knowledge, and experience who can effectively identify workplace hazards, assess risks, and implement preventive measures.
- 6** How do collaboration and teamwork contribute to your success?

Collaboration and teamwork are foundational to safety success because they shift safety from a top-down mandate to a shared, proactive responsibility. Effective teamwork reduces accidents, fosters a positive safety culture, and enables more robust risk management through collective effort.

Engaged employees are more committed to their work and motivated to contribute to the success of the organisation. Teamwork plays a crucial role in enhancing employee engagement by creating a sense of belonging and purpose. When employees collaborate with others, they feel more connected to the organisation and invest in its goals. Creating opportunities for teamwork and collaboration can significantly improve employee engagement. Employees who work in collaborative environments are more likely to take initiative, share ideas, and go the extra mile to achieve team goals. This level of engagement not only benefits the individual employee but also contributes to the overall success of the organisation.



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

You never know, you may win a prize!