



DOUGLAS
OHI

onsite insight

HSSE Newsletter

APRIL 2026

Douglas OHI
Impact Report 2025



 **CIOB**
Company Member

An OHI Company

Douglas OHI Impact Report 2025

By Greg Crook

Deputy Regional Director,
Douglas OHI



I'm pleased to introduce the Douglas OHI Impact Report 2025.

This report highlights the progress we have made across sustainability, health and safety, workforce wellbeing, operational excellence, and community engagement, while reinforcing the high standards and values that define the way we work every day.

Most importantly, it reflects the dedication, professionalism, and collective effort of our people across Oman, the UAE, and Saudi Arabia. Every project delivered safely, every innovation introduced, and every challenge overcome is driven by the commitment of our teams.

More than a summary of achievements, this report reflects who we are becoming as an organisation: more focused, more accountable, and more determined to create lasting value for our clients, communities, and the region.

Introduction

Welcome to the latest edition of the Onsite Insight HSSE Newsletter.

We are proud to announce that our company has been honoured with the prestigious RoSPA Fleet Safety Gold Award, recognising our commitment to excellence in managing occupational road risk and promoting safe driving practices across our operations. We encourage you to read the insightful article by Peter Baker, highlighting this significant achievement.

This edition also showcases outstanding safety initiatives shared by our regional management teams across the region demonstrating their continuous efforts to strengthen and promote a positive safety culture.

In our sustainability feature, Ramit Singh shares an inspiring article on empowering environmental sustainability in the UAE through family engagement and innovative recycling initiatives using AI-powered reverse recycling vending machines (Sparklomats) developed by Sparklo.

We share an informative awareness poster on Dengue Fever, covering its causes, symptoms, modes of transmission, and preventive measures to help protect our communities and workplaces.

In our "Conversation With" segment, we had the opportunity to interview three experienced employees from our regional operations Greg Crook, Kingsford Joseph, and Ajaya Sankar who shared valuable insights into their professional journeys, personal experiences, and life lessons.

Finally, Dougie invites all children to participate in a fun and creative colouring activity featuring the RoSPA Gold Medal Award illustration. We hope this activity brings enjoyment to our young readers while celebrating our shared commitment to safety excellence.

I would like to personally thank every member of the Douglas OHI team for their continued contribution and support. Together, we continue to build a stronger, more sustainable, and more impactful business for the future.

Read the full Impact Report here:
douglasohi.com

Around the Region: HSE Blogs



by *Rajasekar Ramalingam*

This month, we are proud to report zero incidents across all our sites, reflecting the strong safety culture, dedication, and operational excellence demonstrated by our teams every day.

A major milestone was achieved, where we successfully completed 4 million man-hours without incident. In recognition of this outstanding accomplishment, we were honoured as one of the Best Business Partners, highlighting our commitment to safety, teamwork, and strong collaboration.

Our continuous pursuit of HSSE excellence has also been recognised through nine consecutive years of RoSPA Gold Awards. To celebrate this remarkable achievement, a special RoSPA Award Ceremony was held at Sohar Camp, where our valued clients joined us in recognising this success and strengthening our partnership.

During the month, we also marked several important health and safety observances. World Day for Safety and Health at Work reinforced our commitment to maintaining a safe and healthy workplace, while World Health Day activities across two project sites promoted wellbeing and encouraged healthier everyday practices among our workforce.



Around the Region: HSE Blogs

Beyond workplace safety, our commitment extends to social and environmental responsibility. Our teams organised a bottle cap collection campaign to encourage recycling and environmental sustainability, demonstrating our shared responsibility toward protecting the environment and supporting our community initiatives.

These achievements and initiatives reflect our ongoing commitment to safety, health, environmental stewardship, and social responsibility. We look forward to building on this positive momentum and continuing to achieve excellence together in the months ahead.



Around the Region: HSE Blogs



by Rajesh M Pillai

Here is a summary of recent key HSE activities and achievements across project sites, reflecting our continued commitment to safety excellence and performance. This includes a Safe Mechanical Lifting Awareness Campaign, recognition of outstanding employees through the Recognition and Reward Merit Awards, and the significant achievement of 4.0 million safe man-hours without a Lost Time Injury (LTI). These milestones demonstrate the strong safety culture and dedication of the entire Douglas OHI team toward maintaining a safe and incident-free workplace.

Safe Mechanical Lifting Awareness Campaign Conducted at Site

On 18 May, at site, our HSE department successfully conducted a Safe Mechanical Lifting Awareness Campaign, reinforcing our commitment to maintaining a safe and hazard-free working environment. The session brought together supervisors, operators, riggers, and workers to highlight the importance of proper lifting practices and risk awareness.

Purpose of the Campaign

Mechanical lifting activities are a critical part of daily operations, but they also pose significant risks if not properly managed. This campaign aimed to:

- Increase awareness of lifting hazards
- Promote safe work practices
- Reinforce compliance with safety standards and procedures
- Prevent incidents related to lifting operations

The session focused on practical and essential aspects of safe lifting, including:

- Pre-Lift planning
- Equipment inspection and colour coding
- Roles and responsibilities
- Safe load handling
- Exclusion zone
- Communication and signalling
- 10 client questions for safe lifting and critical devices of cranes

A practical demonstration has been conducted on how to inspect the lifting gears which are commonly used at site.

Conclusion

The Safe Mechanical Lifting Awareness Campaign served as a valuable reminder that safety is everyone's responsibility. By following proper procedures and staying vigilant, we can prevent accidents and ensure a safer workplace for all. Let us continue to prioritise safety in every lifting operation and uphold the highest standards of worksite safety.



Around the Region: HSE Blogs



Recognition and Reward Merit Awards April 2026

The awards recognise those who lead by example in building a strong safety culture. Douglas OHI employees were honoured for their outstanding contributions and commitment towards workplace safety.

These awards were presented during the monthly mass safety meeting. Together, we continue to reinforce our commitment to safety excellence.



Around the Region: HSE Blogs



4.0 Million Safe Man-hours Milestone

We have reached a significant safety milestone, recording 4.0 million safe manhours without a Lost Time Injury (LTI). This achievement underscores the project team's strong commitment to maintaining the highest standards of health, safety, and environmental (HSE) performance across all operations.

Reaching this benchmark is no small feat. It reflects consistent adherence to safety protocols, proactive risk management, and a culture where every worker takes responsibility for their own safety and that of their colleagues. From daily toolbox talks to rigorous site inspections and continuous training programmes, safety has remained a top priority throughout the project lifecycle.

This milestone represents countless safe shifts, careful decisions, and a collective commitment to ensuring that everyone returns home safely each day. As the projects move forward, the focus remains on sustaining and building upon this achievement, reinforcing that safety excellence is an ongoing journey rather than a final destination.

The Douglas OHI project team deserves recognition for this accomplishment, setting a benchmark for safety performance in the industry and proving that with the right mindset and practices, zero harm is an achievable goal.

Congratulations
To Everyone For Achieving
4,000,000
Safe Man-hours
Without A Lost-time Injury (LTI)

DOUGLAS
OHI | *Let us continue
to stay safe always...*
Douglas OHI

2026
ROSPA
Gold Award

Around the Region: HSE Blogs



by Ibrahim Rashid

HSSE Performance

April 2026 demonstrated continued strong HSSE performance across both projects, driven by active leadership engagement, workforce participation, and sustained compliance with project safety standards. Routine inspections, daily safety communications, and operational monitoring supported proactive hazard identification and timely corrective actions. During the month, four near misses (NM:04) were reported, with no injuries or occupational illnesses recorded, reflecting an open reporting culture and effective risk management.

Site Walkthroughs & Operational Assurance

Leadership engagement remained visible across project sites through routine walkthroughs, field inspections, and workforce interactions. The observations related to housekeeping, access control, traffic movement, and worksite compliance were promptly addressed, reinforcing the "It's OK" Programme and strengthening frontline accountability. Daily monitoring and immediate close-out of observations continued to support operational assurance and safe execution of project activities.



Training & Workforce Development

Both projects maintained a strong focus on competency development and workforce engagement throughout the month. Weekly and daily Mass Toolbox Talks were conducted covering operational safety, health awareness, and critical risk controls. A dedicated Drivers' Forum was conducted to reinforce strict compliance with traffic rules, defensive driving practices, and safe vehicle operation. In addition, internal audits and health awareness sessions were carried out to further strengthen safety ownership and compliance culture. These initiatives ensured employees remain competent, alert, and prepared for ongoing construction and commissioning activities.

Emergency Preparedness

Emergency readiness remained a key priority during April. An Emergency Drill was successfully conducted to evaluate emergency communication, shelter-in-place procedures, workforce accountability, and response coordination under elevated threat conditions. The drill validated site preparedness, response efficiency, and emergency leadership effectiveness, further enhancing workforce confidence during crisis situations.



Around the Region: HSE Blogs

Environmental & Community Engagement

Both projects actively participated in global health, safety, and environmental awareness initiatives throughout April.

World Health and Safety Day was observed through mass meetings, safety messages, and workforce engagement activities focused on personal responsibility and collective safety.

Teams also marked World Earth Day with campaigns promoting environmental awareness, sustainability, and employee participation through interactive activities and practical demonstrations.

In addition, the Food & Welfare Committee Meeting was successfully conducted with workforce representatives, reinforcing employee welfare, camp standards, and community engagement across the projects.



Inspections & Compliance

Routine monthly inspections, equipment verification, and compliance audits were completed across both projects, including critical safety equipment, welfare facilities, and operational work areas. Internal audits conducted at site and continuous field verification confirmed ongoing compliance with project standards, with observations addressed promptly to maintain operational integrity and safety excellence.

Empowering Sustainability in the UAE

by Ramit Singh

Employees and Their Families Leading the Recycling Movement

Sustainability in the UAE is no longer limited to the workplace, it has become a family driven movement. Employees and their families across the UAE are actively motivating others to participate in sustainable practices through AI powered reverse recycling machines (Sparklomats) by Sparklo.

By making recycling simple, rewarding, and engaging, families have turned it into a shared activity. Children, parents, and employees are leading by example, encouraging colleagues, friends, and communities to adopt responsible habits and contribute to a cleaner environment.

Using Sparklomats installed at ADNOC stations, LuLu Hypermarkets, major malls (Dalma, Al Falla, City Centre), and Carrefour locations, users can deposit plastic bottles and aluminum cans, earn instant rewards through the Sparklo app, and ensure waste is diverted from landfills.

Powered by AI, Sparklomats accurately identify and sort recyclables, supporting the UAE's circular economy while reducing waste and carbon emissions. This initiative strongly aligns with UAE Vision 2030, reinforcing the nation's commitment to sustainability and environmental responsibility.

Through collective participation, employees and their families are not only recycling but are also inspiring a culture of sustainability that extends beyond offices and into everyday life.





Med Talk by Anish Cherian

DOUGLAS OHI **DENGUE FEVER**
KNOW IT. PREVENT IT. STOP IT.
AWARENESS FOR CIVIL CONSTRUCTION WORKERS



WHAT IS DENGUE?

Dengue is a viral fever spread to humans by the bite of an infected Aedes mosquito. It is common in rainy season but can occur year-round.



HOW DO WE GET AFFECTED?

Aedes mosquitoes bite during the day, especially in the morning and late afternoon. They breed in clean, stagnant water around our homes and workplaces.



DANGERS OF DENGUE

- Dengue can become severe and life-threatening.
- It can cause internal bleeding, organ failure, and even death if not treated in time.
- Severe dengue needs immediate hospitalization.



SYMPTOMS OF DENGUE



WARNING SIGNS – SEEK IMMEDIATE MEDICAL CARE



HOW TO PREVENT DENGUE (At Site & Home)

- Do's**
- ✓ Cover all water containers tightly.
 - ✓ Empty water from buckets, drums, and coolers weekly.
 - ✓ Clean and unclog gutters and drains.
 - ✓ Dispose of unused items (bottles, cans, tires, plastic).
 - ✓ Use mosquito nets while sleeping.
 - ✓ Wear full-sleeve clothes.
 - ✓ Use mosquito repellent.



KEEP MOSQUITOES AWAY



SPECIAL CARE FOR CONSTRUCTION WORKERS



REMEMBER!



TOGETHER WE CAN BUILD SAFE STRUCTURES AND A HEALTHY FUTURE

- Stay Alert
- Stay Protected
- Stay Healthy
- Stop Dengue

In Conversation With



Ajaya Sankar K.M

Project Manager

- 1** When did you join the company?
I joined Douglas OHI in KSA in April, 2025.
- 2** Can you share any information on your professional background?
I am a Civil Engineer with professional experience in the oil and gas sector, currently working in a Project Management role. My experience primarily involves managing site execution, coordinating with multiple stakeholders, and ensuring timely delivery of projects while maintaining quality and safety standards and cost effectiveness. I have been actively involved in planning, scheduling, resource management, and handling subcontractors across various project phases.
- 3** Why did you choose Douglas OHI?
For career and personal development.
- 4** What are your hopes for the future?
My hope for the future is to continue growing as a Project Management professional by taking on more complex and challenging projects. I aim to further strengthen my leadership capabilities and successfully deliver projects to completion.
- 5** What makes you the happiest?
What makes me happiest is seeing a task or project successfully completed after overcoming challenges. Delivering results as a team, especially within tight timelines, gives me a strong sense of satisfaction and accomplishment.

In Conversation With



Greg Crook

Deputy Regional Director

1

What is the focus of your current role at Douglas OHI?

My role is mainly focused on supporting the regional business across project delivery, commercial management, contract strategy, risk management, and helping teams deal with the day-to-day challenges that come with operating across multiple countries and projects. In simple terms, it involves balancing commercial oversight, operational support, and trying to make sure everything continues heading in the right direction at roughly the same time.

2

How long have you been with the company?

I first joined Douglas OHI in 2006 and worked with the company for approximately 7.5 years, until 2014. I then rejoined the business more recently and am now coming up to 2 years into my second stint at Douglas OHI. So, in total, I have been part of Douglas OHI for just under 10 years, with a short break in the middle.

3

What does a typical workday look like for you?

A typical workday is usually a mix of project reviews, commercial and contractual discussions, time with operations teams, and coordination with clients and subcontractors. A fair amount of it is also making sure decisions made in one room don't accidentally create problems in another. The days are busy and priorities are constant, so much of the job is deciding what truly needs immediate attention and what can wait.

4

What has been the most challenging aspect of your job so far?

Balancing the commercial, operational and people sides of the business across multiple countries and projects. Each project has its own priorities, and while there are some regional nuances, it is fundamentally one business with one approach. The challenge is staying consistent, keeping perspective, and helping teams make sensible decisions when everything seems to need attention at once. The real skill is usually not overcomplicating things, which is easier said than done in construction.

5

What is the best advice you could give your younger self?

Listen more, speak less, and don't assume being technically right automatically means you're right. Construction tends to teach that lesson eventually, sometimes the hard way. I'd also say don't take every setback personally, most of them aren't, and spend less time trying to win every point, and take more time understanding the people you're dealing with. Laughing at yourself helps and learn from your mistakes.

6

How do collaboration and teamwork contribute to your success?

Essentially, everything depends on it. None of us succeed on our own, especially in construction, no matter how much some people might try. The best outcomes come from people working together properly, sharing information early, sorting issues before they grow legs, and being honest when something isn't working. It also helps when egos are left at the door, even if that's sometimes a theoretical concept rather than a practical one. When teams are aligned, things just work better. When they're not, everyone finds out quickly.

In Conversation With



Kingsford Joseph Owusu
Mason

- 1** Where are you from?
I'm from the Ashanti Region located in the southern part of Ghana, the heart of the Asante Kingdom.
- 2** How long have you been with the company?
I joined Douglas OHI in the UAE in June 2025. This was my first time coming to a Gulf country, and I will be completing one year with Douglas OHI in June 2026.
- 3** Can you share anything about your family back home?
My family back home consists of my mother and three sisters. My mother is a trader, and two of my sisters are working in Jordan, while one sister is staying with my mother.
- 4** What are your hopes for the future?
My future aspirations include continuing my studies after completing my contract with Douglas OHI. After finishing my Higher Secondary education, I completed a Diploma in Accounting, and I now aim to further enhance my qualifications by obtaining a degree. I am also keen to explore any opportunities within Douglas OHI that may support my professional development, upskill, and further qualification improvement, should they become available.
- 5** What makes you the happiest?
Joining and working for Douglas OHI has been a source of great happiness for me. I am proud to be working with the company, especially as this is my first experience in a Gulf country. It allows me to earn and support my family back home. One of my main goals is to help my mother retire, as soon as possible, before starting a family of my own. Achieving my dreams and personal goals brings me the greatest sense of fulfillment and happiness.

Dougie's HSSE Corner

A quick reminder

The RoSPA Gold Medal reflects the strong safety culture built by our people every day on site.

Show us your creativity by colouring our safety hero and our award!



Please send your colouring to dougie@douglasohi.com

You never know, you may win a prize!