



HSEC

SERVICES

Supporting Industry Since 1999



Company Profile

Revision 2 (July 2016)



HSEC Services, an extra-ordinary group of people producing sustainable and pragmatic outcomes for industry and the community.



1. Introduction

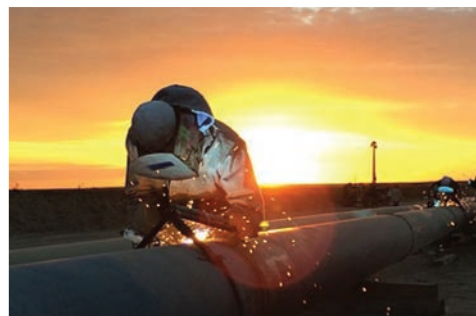
Since its inception in Australia in 1999, HSEC Services (previously operating as Safety and Training Australia) has been working with clients globally to evolve a safe working environment for both industry and the community. With a combined experience of over 100 years, the management team of HSEC Services LLC are considered pioneers in the field of HS&E.

HSEC Services LLC have assembled an extra-ordinary group of people producing sustainable and pragmatic outcomes for industry and our clients. We aim to provide a host of services and support to major clients in the industry globally.

The management of HSEC Services are very well-respected, especially for having pioneered the HS&E prequalification

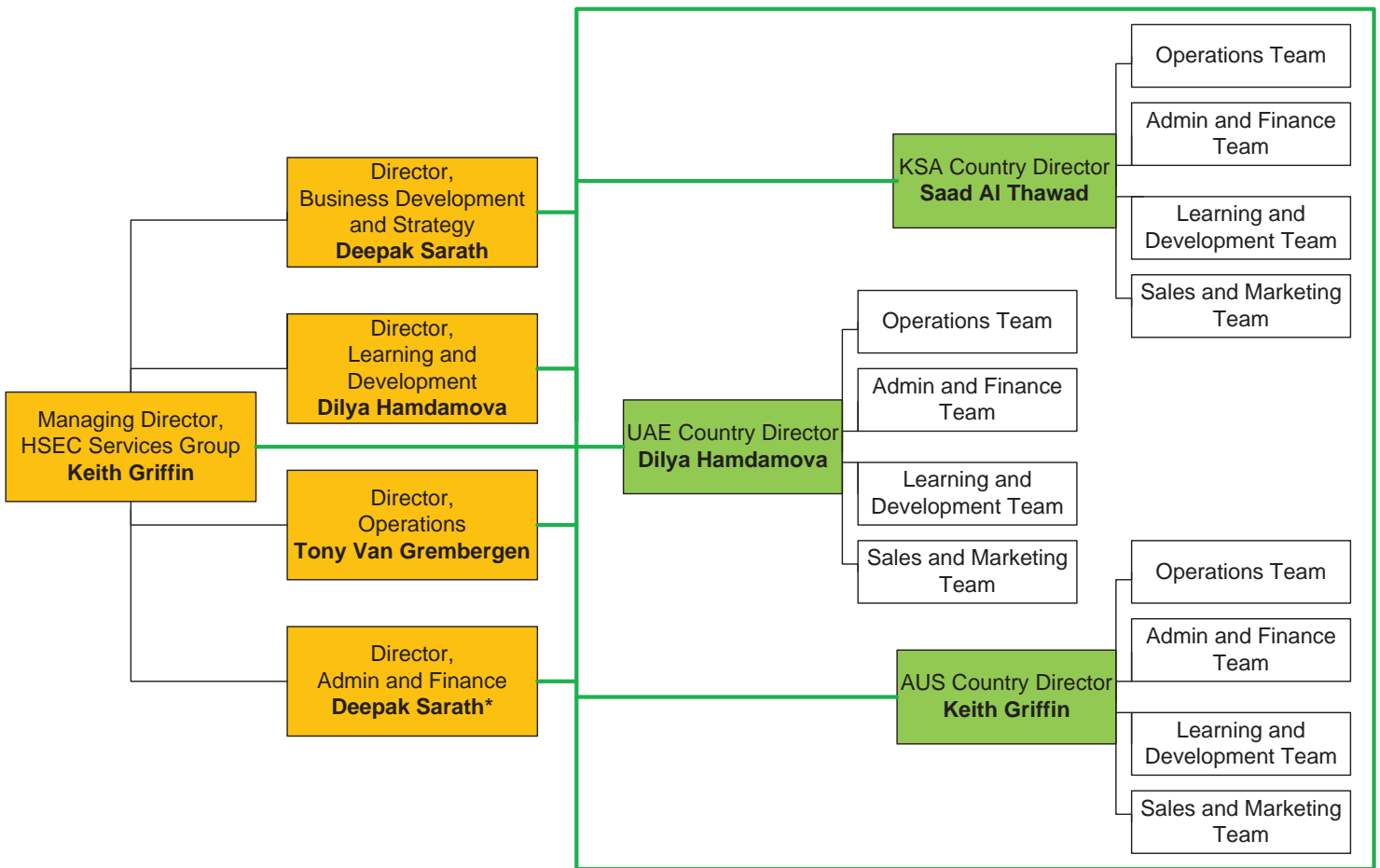
and contractor management systems in Australia and the successful conclusion of Major Projects in the Kingdom of Saudi Arabia. Our pragmatic and innovative techniques coupled with our responsible and ethical business and personal practices offer us a distinctive business edge.

HSEC Services has established a new corporate office in Dubai, UAE with the view of expanding into the Middle-East and Europe. We are in the process of setting up a new branch at Jubail, Saudi Arabia to facilitate operations focussed in the Eastern Province, Yanbu, Jizan, Ras al Khair and Rabigh.



2. The Company

2.1 Organisation Overview



2.2. HSEC Services Leadership Team

Keith Griffin - Managing Director

Keith is the Managing Director and founder of HSEC Services and has been a HS&E professional for greater than 30 years. Originally based in Perth, Australia when HSEC Services was founded in 1999, Keith now resides in the UAE but has spent 7 of the last 9 years in the gulf region working as a consultant within the Kingdom of Saudi Arabia and UAE.

Keith has experience managing various projects from Mega Projects through to long-term O&G maintenance contracts and has coordinated substantive change management project. Keith was an early pioneer of Contractor Management and Pre-qualification systems (HS&E) in Australia and his program is still in use throughout the organisations that adopted them.

Within HSEC Services, Keith is Chief Advisor on project and operational management systems, project start-up, risk management, due diligence, compliance, and general HS&E services within the group.



Saad Al Thawad – KSA Country Director

Saad is the KSA Country Director and senior consultant of HSEC Services. He has significant experience in establishing strategic alliances, aligning companies with updated governmental and regulatory affairs and offering unique solutions to HS&E, Security management issues. Saad has led a team during the construction of the largest minerals and metals industrial complex projects in the Middle East, Ma'aden Phosphate and Aluminium. Prior to Ma'aden, he had assumed a senior HS&E and Security role in SABIC affiliate (Ibn Zahr) and had served as a manager in the Saudi Eastern Province Police Directorate.



He has great experience in designing custom-solutions within key HS&E and security management areas such as Corporate HS&E/Security programs, contractor HS&E, security protocols, and assessment of project HS&E and security vulnerabilities, emergency response procedures, HS&E and security-related audits, continuous monitoring and improvement programs related to HS&E and so on. Within Saudi Arabia, Saad is also a chief advisor for Government Relations, project and operational security management systems, project start-up and risk management.

Dilya Hamdamova - UAE Country Director

Dilya is the Country Director of HSEC Services inside the United Arab Emirates, Regional Director Europe and Central Asia and also the Senior Consultant for Learning & Development.

Dilya is both qualified and experienced as a Teacher (Degree Qualified) and within the broader "Learning & Development" division. Having worked in both Central Asian and the Middle Eastern regions, Dilya has gained extensive experience in understanding and respecting the business culture in dynamic as well as difficult business arenas. Through her executive role within two major international organisations, Dilya has developed and utilised her core strengths in the field of personal and professional training and development. In particular:



- Training course development and delivery (Sales, Manufacturing, Commercial, HS&E)
- Behaviour Modification
- Working with English second language personnel
- Business Management

Tony Van Grembergen - Lead Construction Safety Consultant

Formerly a Construction Manager on Major Projects within Western Europe and the Middle East, Tony came to HSEC Services as a Construction Safety Consultant as a result of his clear understanding of how to balance the safety and productivity needs of projects in order to achieve safe and efficient work outcomes.



Tony has experience within Mega Projects that are known to be global benchmarks within the areas of leading HS&E and project Management outcomes. His primary experiences are within Oil & Gas, Petro-chemical and Civil construction.

As a result of his years of work as a Construction Manager, Tony does understand the clients holistic needs and his blue chip project experience has enabled him to master what for many construction professionals is a difficult challenge, meeting all of the key LPI's of a modern project. Tony is a true safe construction expert.

Deepak Sarath - Director, Business Development and QA


Deepak has an extensive technical background in Engineering, Project Management and Business Systems including QA and legal/regulatory compliance. Over the last seven years, he has applied his skills in the UK, Ireland, Singapore and the Middle-East on projects ranging from Telecoms, Engineering and Construction, Oil & Gas.



Broadly, Deepak's areas of expertise include:

- Business Management Systems (General, HS&E, QA)
- Legal and Regulatory Compliance, QA, HS&E
- Employee relations and HR Management
- Ethical and responsible work model
- Resource management, Planning and scheduling, Project Management
- Information and Technology Management

Within HSEC, Deepak is responsible for the design, implementation and continuous improvement of our management systems, particularly with regards to service delivery and quality performance output. Deepak holds a genuine interest in improving occupational HSE and positive work culture and plays an important role in project planning and execution.



3. HSEC SPECIALIST SERVICES



Figure 2: HSEC Services LLC – Snapshot of Services

3.1 Field Services and Support

- HS&E Prequalification/Compliance assessment of contractors/client facilities
- HS&E Coach or Mentor
- Driving Positive Change
- Consulting
- Flexible Workforce Solutions and Contracting
- HS&E Auditing
- On the Job Training
- Rapid Shutdown and Turnaround Response

3.2 Working with your contractors

- Pre-Bid HS&E Assessments
- Step Change
- Preparing Work or project Pre-deliverables
- Continuous Improvement



3.3 Technical Services and Support

- HS&E Consultants
- HS&E Contractor Management systems and Program Design
- Contract Preparation & Front End Loading
- Environmental Impact Analysis
- Safety Cases
- Training Design and Support
- Contracting and HS&E Manpower
- Enhancing the Supply Chain

3.4 Learning and Development

- Training Design and Support
- Workplace Training – Core skills, Key competencies and Professional Development (HS&E)
- Developing Effective Workplace Leaders

3.5 Reducing Costs and Complexity

- Workplace Induction program design, delivery and support
- Supplier Recognition Programs
- Learning and Development Management Services
- Enterprise Reward and Recognition Program
- Flexible Workforce Solutions
- HS&E Compliance
- Contract HS&E Pre-qualification/Compliance Assessment Program
- Supply Chain Efficiency Programs

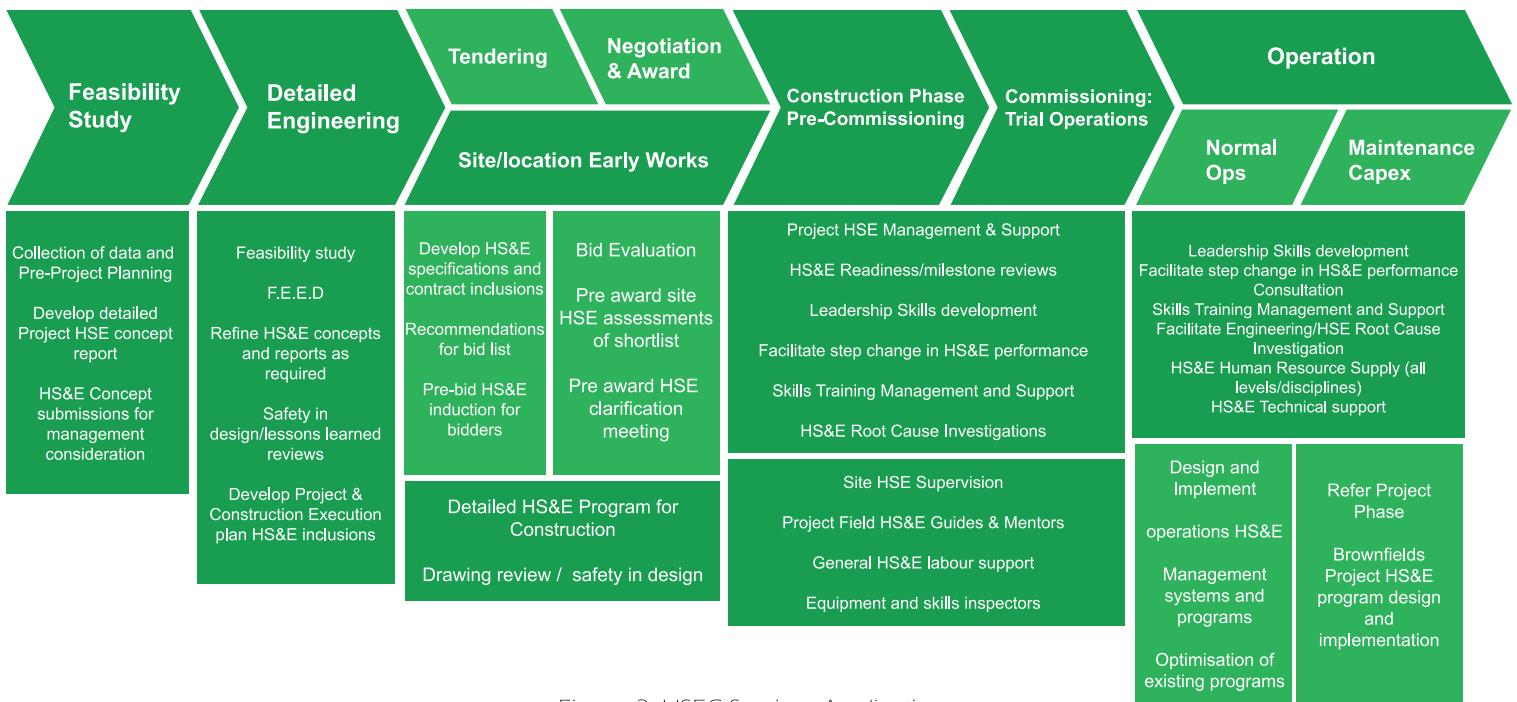


Figure 3: HSEC Services Applications

4. WHY HSEC SERVICES LLC?

4.1 Diverse Expertise of HSEC Services

- Over 100 years of combined specialised experience in the field
- Mega Projects in Oil and Gas, Petro-chemical, mining, heavy industry and utilities sectors
- Early pioneer of Contractor Management and Pre-qualification systems – used extensively in Australia and globally by two major mining companies
- Major contributor to development basis of current HS&E programs globally
- On-shore and Off-Shore: Project and Operational management systems, project start-up, risk management, due diligence, compliance and general HS&E services
- Aligning clients with updated governmental and regulatory affairs, contractor HS&E, security protocols, assessment of project HS&E and security vulnerabilities, emergency response procedures, HS&E and security-related audits

4.2 Standing out from the Competition

HSEC Services is an extra-ordinary group of people producing Sustainable and Pragmatic outcomes for industry and the community since 1999 globally. HSEC Services has been founded and developed on the principles of Responsible and Ethical Business practices. We strongly believe in “Client-Focus”; i.e. to create a positive client experience through drafting and evolving services by:

- Listening to our clients and understanding what is important to them
- Being Pragmatic in design and application
- Ensuring Cost effectiveness
- Being Consistent and Sustainable.

We feel that what sets us apart from others is that we are:

- Innovative, passionate, understanding and experienced in a global scenario
- A Single-Point Solution for HS&E-centric Issues
- Integrated exchange of expertise (HSEC IEE) and consultancy through global network of experts
- Using a combination of modern technology and simple, clear legacy systems and techniques
- Practicing key account management and responsible ethical business model
- Striving for Value Addition, cost-benefits to clients with our pragmatic and sustainable solutions



4.3 Past Global Experience

While HSEC Services has been operational in Australia since 1999 (previously operating as Safety and Training Australia), our corporate office in UAE is relatively new. However, over the years, the management members of HSEC Services have been active in senior roles in a number of projects across the globe. Some of their achievements include pioneering the globally used safety and contractor prequalification systems in Australia and the completion of landmark projects in KSA. Combined, they bring along with them a diverse experience portfolio spanning over 100 years! Few of their global experience highlights are listed below:

Project lead and team support to the following mega-projects

- Olympic Dam Major Upgrade – Australia – 11,000 persons peak
- Woodside North West Shelf Project – Australia – 14,500 persons peak
- Ma'aden Phosphate Project – Kingdom of Saudi Arabia – 29,000 men peak
- Shell Pearl GTL – Qatar – 52,000 persons peak
- SADARA Integrated Chemicals Project – Kingdom of Saudi Arabia – 66,000 men peak
- Shah Gas Project – United Arab Emirates - 26,000 persons peak

Examples of PMC/PMT leadership and team support:

Full HS&E Program design, Implementation and Maintenance systems of

- Project as outlined above
- Worsley Alumina upgrade – Western Australia
- Meat Industry Corporation Automated Slaughterhouse - Australia
- Oil Search Oil & Gas gathering and refining expansion – New Guinea
- Chevron Oil gathering upgrade – Sumatra, Indonesia
- Vale Nickel Operations expansion (Design) – Indonesia
- KUP, Gas Processing Plant - Kårstø Norway
- Ras Tanura Upgrade (Design/Early Works) – Jubail, Kingdom of Saudi Arabia
- SAMREF Refinery Upgrade – Yanbu, Kingdom of Saudi Arabia

Major Turnaround/ Shutdowns

- Altona Petrochemicals – Melbourne, Australia
- Loy Yang "B" boiler replacement – Latrobe Valley, Australia
- Yallourn Power Station – Precipitators Replacement – Latrobe Valley, Australia
- BP Kwinana Outage, Perth, Australia



Our Vision, Purpose and Values

The way we work - Where we want to be

We want to be a workplace where people want to work and where they can grow or develop as professionals in their fields to such a standard that they are keenly sought after by our competitors.

Where our clients identify that we add great value as a result of our highly professional services and support and the local community identify HSEC Services as a good employer of their children.

The purpose of our work

Within ourselves we want to drive effective delivery of the client's needs or projects through highly professional teamwork and intellectual services.

For our clients we want to add clear and considerable value to their business.

Our values

We will foster values amongst our staff that will become the core values of the way we as people do our work. We will always strive to be:

- Respectful to our colleagues, peers and clients
- Partners for effective outcomes with our clients
- Honest and act with integrity in everything we do
- Accountable for our decisions, actions and social responsibilities
- Open-minded
- Consistent
- Efficient in the way we work
- Innovative in our solutions or approach to work
- Creative
- Adventurous
- Optimistic
- Inspiring to others
- Passionate about what we believe, do and say
- Respected by others for our work

Just to be great people....





HSEC

SERVICES

Supporting Industry Since 1999

Field
Services &
Support

Technical
Services &
Support

Working
with your
contractors

Learning &
Development

Reducing
Cost and
Complexity



Connect
with Us

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