

P-7 Security Management Plan

Aim and Objective				
<p>The purpose of P-7 Security Management Plan (SMP) is to outline the security measures required during construction to protect the Project sites; physical assets and equipment; workers, contractors and visitors; personal property; and information.</p> <p>Security arrangements cover all key Project assets including the Workers Accommodation Camp (WAC), site office, dam, powerhouse, tunnel, access roads and construction sites, crusher plant, batch plants, borrow or quarry sites, spoil disposal sites, laydown areas, storage areas, warehouses, workshops, fuel storage tank, generator, wells, septic tank, magazine house, and car parks etc.</p> <p>The Security Subcontractor engaged by HEC, Midland Security Services (MSS), has a Security Manager, a number of Security Supervisors and teams of security guards. The HEC HSE Manager has ultimate responsibility for implementing this SMP.</p>				
Summary of Impacts and Risks				
<p>A security risk assessment (Annex P-7-I) was undertaken by BEEDS Security Services in 2020. The assessment found that direct security risks to the project during construction included theft, unlawful protests, trespass, harassment of women and girls, vandalism, unlawful roadblocks, road accidents, influx of people, and increased drunk and disorderly behaviour. Indirect security risks related to land and community benefits, land agreements disputes, relocation of people, unprofessional police behaviour, civil unrest, riots, abduction of workers, terrorism and COVID-19.</p> <p>HEC will engage a private security subcontractor (currently Midland Security Services Limited) to provide overall surveillance for the Core Land and Workers' Accommodation Camp. The security subcontractor will ensure that criminal activities and unwanted behaviours are kept to a minimum, and that any illegal activities are reported to Police.</p> <p>The SMP has links with other plans including P-4 Human Resources and Labour Management Plan (HRLMP), P-5 Influx Management Plan (IMP), P-8 Worker Health and Safety Plan (WHSP), P-9 Worker Code of Conduct (WCC), and C-11 Drilling and Blast Management Plan (DBMP).</p>				
Mitigation and Management Actions				
#	Issue or Risk	Action	Timing / Frequency	Responsibility
P-7-1.	Security Subcontractor responsibilities	<p>The Security Subcontractor responsibilities will include:</p> <ul style="list-style-type: none">Implementing and managing the security controls associated with the construction sites and the Workers Accommodation Camp. This will include but not be limited to:<ul style="list-style-type: none">Protection of construction site gate(s) within Core LandProtection of all Workers Accommodation Camp boundariesManagement of access control systems relating to personnel and vehiclesMaintaining a record of project visitors and exit passesProviding a proportional response to the overall security risk and threats to areas of responsibilityProviding security 24/7, 365 days a yearEnsuring compliance with the Solomon Islands Labor Act 1996Installing adequate lighting at security control pointsInstallation and control of closed-circuit television (CCTV) system as required (e.g. in camp common areas/at gate, and at temporary office site)Installation and control of alarm systemInstallation and maintenance of fence line boundariesReporting security incidents to the HEC HSE Manager.Establishing and maintaining close contact and coordination with HEC, THL, PO and Royal Solomon Islands Police Force with regards to security matters.Investigating allegations of unlawful or abusive acts of security personnel received via the Project Grievance Redress Mechanism (GRM), taking action (or urging appropriate parties to take action) to prevent recurrences, and reporting unlawful and abusive acts to the HEC HSE Manager.Liaising with local authorities and security services, in coordination with the HEC HSE Manager, to support legal access to the site for them to perform their duties.Work with HEC, THL, the PO, Police and local health authorities to implement controls from the Project-specific management policy for COVID-19 (attached to P-10 Community Health and Disease Vector Management Plan, CHDVMP), and assist in enforcing government-mandated requirements for the Project workforce during any lockdown situation (i.e. in the event of a COVID-19 outbreak).Submitting monthly monitoring reports to the HEC HSE Manager.Minuting all meetings (weekly) related to security and submitting a copy to the HEC HSE Manager.Reporting training records including attendee register for security personnel on a monthly basis to the HEC HSE Manager.	Throughout construction	HEC HSE Manager MSS Security Manager
P-7-2.	Prevention of property damage and theft, unauthorised entry, verbally or physically aggressive behaviour, gender-based violence, disturbance or threatening of neighbouring communities and Project workers	<p>Comprehensive guidance on the Security Subcontractor's security procedures are presented in Annex P-7-II Subcontractor Security Procedures. Specific actions required to address security concerns in local communities and at the Project construction sites are listed below:</p> <ul style="list-style-type: none">Work in partnership with the Police and community leaders to conduct community policing programs. Community feedback will be incorporated into security management plans and procedures.Work with communities to prevent illegal activities in and around the project area, and implement the controls identified in P-5 IMP.A security gate and guardhouse at the end of Lot 1 access road is operated 24 hours a day by the Security Sub-contractor and will prevent unauthorized access / trespassing to Core Land via the access road. Access control will follow the procedures in Annex P-7-II. Construction site access will be controlled by requiring that all workers present a valid photo ID Card.The security guards will provide protection through patrols within the project area and along the project perimeter and within the Workers Accommodation Camp.The Security Subcontractor will ensure there are no security shift changes during busy times of the construction day.HEC will engage the authorities and the Police where any illegal activity occurs.The Security Main Guard House (SMGH) will be the designated area for all security requirements, located at the entrance to Core Land. The SMGH will have direct communication by radio with HEC site office and local authorities such as the Police and the fire station.	Throughout construction	HEC HSE Manager HEC Camp and Office Manager HEC HR Manager MSS Security Manager

		<ul style="list-style-type: none"> The Security Subcontractor will provide and maintain an audio speaker system and a site alarm/siren for use in signalling an emergency in areas under their control. It will be controlled through the Security Main Gate House (SMGH). Security subcontractor will set up flags/signs and patrol safety perimeter of blasting areas to exclude any unauthorised entry during drilling and blasting activities, in accordance with detailed procedures in C-11 DBMP. A visitor log will be maintained by security guards at the entrance to Core Land where visitors will be held until the host collects them at the reception point. Any person or vehicle entering or leaving the Core Land shall be subject to a security search for prohibited items. The Security Subcontractor will be responsible for carrying out the security searches. All security breaches will be reported and investigated. If a security breach is proven, the person(s) will be reported to the HSE Manager and then to the Police. The Security Subcontractor will hire female security guards (with a target of 30% of security personnel being female). 		
P-7-3.	Supervision of security at workers' camp, including entry/egress of camp occupants, visitors, and vehicles. Impacts to be addressed are trespass/unauthorised access, workers unrest, theft and intimidation.	<p>The Workers Accommodation Camp security creates additional risks and threats from an enclosed community. Specific security procedures have been developed for the camp and are presented in Annex P-7-III Camp Security Procedure. Key actions include:</p> <ul style="list-style-type: none"> The Security Subcontractor will record all incidents and investigate anyone who may be subject to a disciplinary hearing in compliance with P-9 WCC. Shuttles carrying Project workers will only stop at designated locations and times. HEC will fence the camp and a gate will allow the control/logging of personnel and visitors. The Security Subcontractor will regularly conduct random walk-throughs of accommodation units. Workers entering or leaving the camp may be subject to a security search for prohibited items (see protocols). Workers will only be allowed to leave the camp at night with prior approval from the Security Manager, for legitimate reasons, such as visiting friends/relatives overnight in another location, such as Honiara. 	While WAC is occupied	HEC Construction Manager HEC HSE Manager MSS Security Manager
P-7-4.	Control of materials coming into and out of the Project area. Preventing theft and unauthorised use or distribution of hazardous substances, explosives, drugs or alcohol	<ul style="list-style-type: none"> Any person or vehicle entering or leaving Core Land or WAC will undergo a security search for prohibited items at the Guard House. This includes authorised personnel/vehicles as well as visitors. All tools, equipment and materials being transported out of the Core Land or WAC shall comply with the Material In & Out Procedure contained in Annex P-7-II. All vehicles will be searched for illegal items daily. Security searches will be done at access points for vehicles entering and departing the camp. Visitors will be subject to a security search on arrival at the camp, to ensure no illegal items are brought into the camp. Fencing, lockable buildings and security patrols will be established to securely store materials and equipment onsite. Procedures for safe custody, handling, transportation and storage are outlined in Annex P-7-II and will be strictly followed. 	Throughout construction	MSS Security Manager
P-7-5.	Use of drugs and alcohol in the workers' camp and across the Project.	<ul style="list-style-type: none"> The Project has a zero-tolerance policy for drug and alcohol use. The Security Subcontractor has a role in enforcing the alcohol and drugs policy for the project. P-9 Workers Code of Conduct contains the HEC alcohol and drug policies. Signs and information will convey clear messages about banned substances for workers living in the camp and the disciplinary process for any workers who use banned substances. HEC will undertake frequent, regular, random alcohol breath tests and drug testing of its employees and subcontractors throughout the construction phase. 	Throughout construction	HEC HSE Manager MSS Security Manager
P-7-6.	Competence and conduct of security personnel, and use of equipment.	<ul style="list-style-type: none"> The Security Subcontractor will use competent, fully trained, and qualified security guards. Security guards will have appropriate uniforms and equipment such as handheld radios, batons and other defence equipment/restraints as required for the role. A Code of Conduct, description of duties and disciplinary process is contained in Annex P-7-II. All security staff will participate in the training detailed in P-1 Construction Environmental and Social Management Plan. 	Throughout construction	MSS Security Manager HEC Training Supervisor
P-7-7.	Potential for harassment of women and girls by security guards.	<ul style="list-style-type: none"> The Project has a zero-tolerance policy towards sexual harassment, abuse and exploitation of women. Annex P-4-IV Worker Harassment Policy will be implemented. It outlines the policy statement, definitions, complaints procedures, disciplinary measures, implementation, monitoring and reporting relating to harassment, abuse and exploitation grievances between local people and workers and/or workers and workers The Project will include hiring of local security guards, following the wantok¹ system, to lower the risk of harassment of women and girls by security guards. Under the Gender Action Plan, female security guards are required for gender specific conduct. Disciplinary actions for security guards are outlined in Annex P-7-II. 	Throughout construction	HEC HSE Manager THL Governance Lead MSS Security Manager
P-7-8.	Control of movement of Project personnel (HEC and subcontractors) in and out of the Project area and workers' camp and other protocols during a COVID-19 lockdown.	<ul style="list-style-type: none"> The Security Subcontractor will assist HEC, THL and the PO to implement the COVID-19 management policy detailed in P-10 CHDVMP. Specific actions to prevent and/or control the spread of COVID-19 include: Tracking the movement of all Project personnel in and out of Project facilities and work areas, including checking IDs at security gates, logging entry/exit, logging visitors. Patrolling active work areas to ensure physical distancing rules are followed, and to disperse any gatherings of five or more people (or unless otherwise advised). Guarding/monitoring any facilities used for isolating or quarantining Project personnel. In the event of an outbreak affecting camp occupants, the HEC Local House will be set aside as an isolation facility to prevent contact between COVID-19 affected people and people who are well. Checking Project vehicles to ensure occupancy rules are being followed, e.g. single driver or driver with one passenger in rear seat, and wearing face coverings. Helping to enforce PPE rules for Project personnel such as wearing face coverings when onsite and mixing with other personnel or members of the public. Assisting the HEC HSE Team to perform screening checks (e.g. staffing the automated thermal imaging cameras will be installed at the temporary site office, once it is constructed) and controlling the movement of personnel through these checks while maintaining safe physical distance of >1m. 	Throughout construction	HEC Camp and Officer Manager HEC HSE Manager MSS Security Manager
P-7-9.	Access for benefit share communities	<ul style="list-style-type: none"> Members of the 5 landowning tribes are permitted to have pedestrian access within Core Land to carry out traditional activities of fishing, hunting and collection of non-wood forest products. The entry of other people, vehicles, or conduct of other activities is not permitted. 	Throughout construction	MSS Security Manager TCLC

¹ The set of relationships (or a set of obligations) between individuals characterised by some or all of the following: (a) common language (wantok = one talk), (b) common kinship group, (c) common geographical area of origin, (d) common social associations or religious groups, and (e) common belief in the principle of mutual reciprocity' (Source: Renzio, d. P. 1999. 'Bigmen and wantoks: social capital and group behaviour in Papua New Guinea.' WIDER Project Meeting, "Group Behaviour and Development. The United Nations University, Helsinki.)

P-7-10.	Accurate and timely communication is necessary for security operations, particularly responding to emergencies.	<ul style="list-style-type: none">Security communications will mainly be facilitated onsite with the use of two-way handheld radios and mobile phones.Handheld radios carried by security personnel will be equipped with an alarm button.Annex P-7-IV Communication Chains identifies the routine and emergency communication protocols that will be followed by security personnel.The Security Manager will attend weekly project meetings to share information regarding current security concerns and new procedures.			Throughout construction	MSS Security Manager
Monitoring Requirements						
#	Title	Description	Target / Performance Indicator	Timing / Frequency	Responsibility	
P-7-A.	Security monitoring of Project area	<ul style="list-style-type: none">All personnel and visitors to sign in at the Guard House at the entrance to Core Land.Security cameras (CCTV) to be installed at the Core Land Guard House, to be operational 24/7Daily record of security patrols, vehicle inspections, material transport and any issues.Incidents records and investigation reports.	Guard house staffed 24/7 CCTV to record 24/7 with 3-monthly back-up Records of daily security patrols and sign-in records maintained. No unauthorised persons are permitted entry into Core Land. Security breaches addressed and reported to authorities (HEC, THL, PO, Police) immediately.	24 hours per day, 7 days per week Security breaches reported in HEC three monthly E&S reports	HEC Construction, Camp and Office Managers MSS Security Manager	
P-7-B.	Security monitoring at Workers Accommodation Camp	<ul style="list-style-type: none">Visitor and personnel registers from the Guard House at the entrance to WACSecurity cameras (CCTV) to be installed at the entrance to WAC and rear gate (at a minimum), to be operational 24/7Daily record of security patrols, vehicle inspections, material transport and any issues.Incidents records and investigation reports.	As above	As above	As above	
P-7-C.	Alcohol and drug monitoring	<ul style="list-style-type: none">Implement random drug and alcohol testing of security staff as per P-9 Workers Code of Conduct.	Zero positive tests	Refer P-9 Workers Code of Conduct	HEC HSE Manager	
P-7-D.	Training	<ul style="list-style-type: none">Ensure induction training and annual refreshers of security staff is completed as per P-1 Construction Environmental and Social Management Plan	Training records kept	Reported in HEC three monthly E&S reports	HEC HSE Manager	
Supporting Documents						
Annex	Name		Description			
P-7-I.	Security Risk Assessment Report		Assesses and evaluates potential security risks for the project.			
P-7-II.	Subcontractor Security Procedures		General security procedures and policies.			
P-7-III.	Camp Security Procedure		Security measures implemented at the Worker Accommodation Camp.			
P-7-IV.	Communication Chains		Diagrams showing both routine and emergency communication protocols.			

ANNEX P-7-I SECURITY RISK ASSESSMENT REPORT

TINA HYDROPOWER DEVELOPMENT PROJECT

Security Risk Assessment Report

28th July 2020

Conducted by Representatives from BEEDS Security Services, supported by Hyundai Engineering Company Limited (HEC)

This report was prepared by BEEDS Security Services, the Security Subcontractor to Hyundai Engineering Company Limited (HEC) for the Tina Hydropower Development Project.

It is one of several outputs from BEEDS Security Services. This activity is funded and supported by Hyundai Engineering Company Limited who is contracted to construct the Tina Hydropower Development Project Dam. Further details on the initiative can be obtained from the [HEC website](#).

This document is an interim output from the above-mentioned Security Subcontractor. Users are strongly advised to exercise caution when utilizing the information and data contained, as this has not been subject to full peer review. The final, validated, peer reviewed output from this report will be Hyundai Engineering Company Limited, which will be published once the report is completed.

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1. Introduction

The Tina Hydropower Development Project is one of the major developments that have recently entered into Solomon Islands. Solomon Islands Nationals will benefit from the development of the project. However, during construction and operation, the influx of new environments may bring changes to existing environments and people. Hence, the company has to identify the impact and mitigation measures in advance. From this point of view, this document was made to assess and evaluate potential risks, especially Security perspective, and arrange the mitigation measures.

Assessing and evaluating potential security risks is the first step in determining the level and types of security arrangements a company might need. The level of effort required should be commensurate with the threat environment in which the project is operating, ranging from a relatively straightforward screening of risks to undertaking a more formal and comprehensive Security Risk Assessment that may need to consider more in-depth political, socioeconomic, or other aspects.

The purpose of the risk assessment is:

- Determine the risks to the community due to inflow of construction workers into the project area.
- Determine the risks that can be to the project staff and property.
- The possible ways the risks can be minimized, avoided if not then mitigated.
- The behavior of the security in dealing with these situations identified.

2. Overview

During a week, from 13th of July to 16th of July, 6 consultation sessions on the security risks was conducted by Security Subcontractor which covered the Malango/Bahomea region, communities surrounding the project areas. It involved the participation of around 173 community members including the House of Chiefs of the Malango/Bahomea region. In those sessions, Security issues that may arise as a risk and other vital concerns of the stakeholders were discussed. The consultations conducted were eye opening for all the parties that were involved that this report not only serves the purpose of unveiling the issues, but also to discuss the ways of approach that could be taken to avoid, minimize or if unavoidable, mitigate them.

Security risks Identified in this report can be broadly classified into two categories. They are **direct** and **indirect** risks. It was acknowledged that if an indirect risk is to be mishandled or ignored, it might lead to a direct one. In addition, this report also looks into the different effects that these risks might have on the Security Subcontractor, the Construction Company and the Community as a whole.

The data presented in this report speaks volume of the situations and issues which relates to the

Tina Hydropower Development Project and is significant to, not only the project but also to relationship building between the construction company and the community as well. The data collected covers concerns of the community members in villages of land owning tribes and communities in the core and beneficiary areas surrounding the project(Direct Impact Area). Throughout the report, analysis on issues ranging from the Access Road to the reservoir and the catchment area will be discussed. These issues vary from place to place seeing that different location have encountered different issues. Despite these differences, similarities could also be drawn, therefore presentation seen in this report plans to specify and narrow down each issue in their respective types and identify communities which may be faced with each type. Briefly, the issues and concerns that will be displayed in this report covers complications that was never approached during the first phases of the project such as the proper handling of agreements to the everyday issues such as speed limit violations and environmental and health concerns. The latter sections of this report presents recommendations made through analysis of the findings for further progress in dealing with the issues that were presented.

3. Methodology

Study of ESIA (2017) was done to gather background information of the findings with respect to security. This included brief analysis of the risks that was identified during the study in the earlier stage of project development. The project parameters and key construction facilities, boundaries were briefed by the EPC Contractor. The road map for risk assessment was planned in a meeting that involved various teams of EPC Contractor including construction, Environment, Social, Health & Safety and Community Liaison Officer. The community members were informed about the plan to hold security consultation sessions by the CLO of HEC. The CLO ensure that active participation of community members in the consultation session to discuss on the security risks that may prevail due to the construction activities. Findings presented in this report are made through the quantitative method of consultation with some of the prominent figures and land owners of the Malango/Bahomea regions of Central Guadalcanal province. This method of collecting data was selected due to some of the issues that surround the recent dealings and misunderstandings between the land owners and the government. The consultations took about a week due to the distance between villages and the location of the consultation sites.

The venues where meetings were and the communities that the team met with include the following:

- Bahomea and Malango House of Chiefs Executive;
- Managikiki community;
- Mataruka Community;
- Blackpost Community;

- Belaha Community;
- RSIPF Assistant Commissioner Operations; and,
- Project Office and Tina Hydropower Limited Representatives.

During the consultations there were four main questions that were asked of the communities. The questions held key answers to the security risks that would be faced by the company and subcontractors if they were to continue operations in the Tina Hydro Project. These questions also plan to find whether the surrounding communities of Malango/Bahomea and the project can work together in mitigating these risks and if so, what mitigation strategies should be put in place to address these risks. The questions that were asked during the consultation period were basically; what likely threats that would require a response by security personnel, and the potential impact that such a response might have on community members. What likely threats can be seen at present and will likely impact on the project and what strategies could developed to resolve these issues without damaging the relationship between the various stakeholders that are involved in the project.

Apart from these questions, discussions on the impacts of the project on the community and the company as well as the environment were some of the underlying risks that were presented during the consultation. The details of the risks identified are laid down in a risk matrix in table 1.0 of this report

4. Security Risks

The security risks altogether identified based on the above have been classified into two different categories based on the potential risk mitigation measures, taking into account potential security risks, impacts on the company, and impacts on communities.

4.1 Direct Security Risk

The Direct security risks in this report are issues that present risks which are within the control of and can be managed and minimized by HEC and its subcontractor. With some risks, HEC and subcontractors will have to work together with chiefs of Bahomea and Malango and other community leader and encourage partnership in resolving the issue. The Direct Security Risks are detailed in the following paragraphs.

4.1.1 Theft:

The risk of theft of company equipment and assets is assessed as highly likely because of the inflow of equipment and valuable goods in the facilities to be set up for the project. From this, there obviously may be the opportunities to attract thieves. The intrusion of unauthorized access shall be prevented by fencing the perimeters and inputting tight control measures in access point.

The impact of this risk has on the company include; loss of property and potentially causes danger to employees when thieves obtain equipment and assets by force. The impact on the community include: the risk of injury and mistreatment by security guards on alleged thieves which may cause community resentment against the company.

To mitigate this risk, security guards must have the required training on the access control and clear understanding of guidelines for protecting company property and assets. They also need to have good understanding of the procedure for apprehending offenders.

4.1.2 Unlawful Protests:

The likelihood for project workers and communities to stage protests against the company or subcontractors is possible. Protests can be staged over condition of service, welfare, health & safety issues and other complaint related to labour which may be directly or indirectly related to the project or company.

When unlawful protests occur, it may result in clashes between security and the community or involving employees. This can be avoided by making community members aware of their right to make complains through existing Grievance Redress Mechanism. Since the security guards are often first point of contact with the protesters, they should also be aware of their roles with regard to community relation and Grievance Redress Mechanism. It will be the duty of security guards to protect company employees and assets against severe damages by blocking all access points when the situation becomes violent. If unlawful protests become violent, security forces may use force that may cause injury or loss of life to protesters which will trigger community resentment against the company. In ensuring that unlawful protests are managed properly, employees must have a clear understanding of their condition of service. Security guards and the Police must have clear understanding of the protocols dealing with protester particularly the use of force protocols. It will also assist if community relations staff proactively engages with workers and community and address issues to prevent unlawful protests. The use of force can only be allowed following the training under extreme conditions.

4.1.3 Trespass:

The potential for members of the community to trespass into project restricted areas is likely to occur. The project covers a huge land area in central Guadalcanal and there exist logging roads, and footpaths used by the local community for gardening, hunting and other activities that run through the project area. Security guards will be required to secure the perimeters of the project restricted areas and place clear "Restricted Area No Trespass" sign board at all access points. Trespassing onto restricted project areas will potentially create safety hazards and cause disruption to the project operations. It should also be realized that trespassing onto project restricted areas may potentially cause harm to trespassers if apprehended by security forces. This will again result to community resentment against the company. To ensure that trespassing into project premises and

areas are minimized, security guards have a clear understanding of the procedures on how to deal with trespassers when they occur. It is also important to note that proper signage is placed on all access points to deter any person from trespassing into project areas. If any kind of trespass event relating to the potential harm of environment concerning Flora and Fauna, Illegal logging and spread of invasive species, it shall be reported to the company to take further actions. In the meantime, the trespasser should be notified of the environmental restriction and Code of Conduct on the project area.

4.1.4 Harassment of women and girls by Security Guards:

Since the project area covers a good number of populated communities, the potential for harassment of women and girls by security guards will likely to occur. This will cause community resentment against the project and may disrupt operations.

To avoid any harassment and incidents to occur, security guards will be required to have a clear understanding of the procedures for dealing with communities and maintaining community relationship. The security Subcontractor shall implement the project workers code of conduct to avoid any kind of harassment.

If such incidences happen, it shall be reported to the Security Manager through the chain of command. The Company should be informed of the incidence through the incidence reporting mechanism already in place. The strict disciplinary actions shall be taken against security guards involved in such practice.

4.1.5 Vandalism:

The potential for vandalism of project property is likely to occur in the campsites and along the roads. When the project started, road signs were placed along the Access Road from black post to the Rate School(Lot 1). To date, the road signs have almost disappeared. The placement of proper signage is necessary to provide instructions and directions for workers and the community members about the construction activities and cautions.

To avoid any kind of vandalism, The Community members will be made aware with significance of the signboard during various awareness programs, especially Traffic Awareness Program provided by HEC. And Security guards during their patrol will check for the signage installed in their position and any act of the vandalism on them.

If anyone found vandalizing on the signs and any company property, it shall be apprehended by security subcontractor. The impact of vandalism on company property will result to damage or loss of property and disruption to project operations. Vandalism will also strain the relationship between the company and the community and create a potential risk of increased criminal activities in the area.

4.1.6 Unlawful Roadblocks:

The frequent application of roadblock along the project road by opportunists and drunkards is creating a risk for project workers and the community. Opportunists and drunkards may create roadblocks to demand money from road users which may include company workers. This will create fear and can cause disruption to the operation of the project.

To protect company workers from being harassed and intimidated by opportunists and drunkards, security guards and RSIPF will provide mobile patrols along the project road to check for any road blocks to remove them. In support of the security mobile patrols, community relations staff will need to conduct awareness programs targeting the unlawful use of roadblocks by opportunists and drunkards.

In case that the project workers face the road blocks during their travel, immediate communication is required to the security patrol team or guard post. If the situation could not be controlled by the security subcontractor, RSIPF can be requested for support.

4.1.7 Road Accidents caused by employees:

The Risk Assessment noted that road accidents caused may occur during the construction phase of the project. As the construction phase reaches its peak, more vehicles will be using the roads and the risk of having road accidents will be high. The risk will even be higher if it involves community members and fatalities.

Road accidents involving project workers may have an impact on the company's operation. It will cause damage to vehicles and possibly injury or loss of life. If road accidents involve members of the community, it will create resentment against the company. The risk will even be higher if there is loss of life.

In response to preventing road accidents, the security subcontractor will monitor speed limits on all company vehicles and conduct mobile patrols as per the Traffic Management Plan. Any breaches of speed limits will be reported to Security Manager. Company vehicle drivers will also have a clear understanding of the policies relating to their duties and fully conversant with the procedure to follow when road accidents occur.

4.1.8 Influx of people

The influx of people mainly focuses on the 2 major facilities of the project, namely the worker's camp located near grass hill along Lot 1 of Access Road and the office site in the project core boundary. The concerns and measures of influx identified into the project core boundary and the major facilities are listed below.

No.	Concerns identified	Measures	Applicable to
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1	People looking for the job opportunity may visit the camp site for getting information, meeting some of the managers etc.	The security guard shall inform them of the procedure for seeking employment and no meeting can be held without prior appointment or consent of the company and it is confined to working hours only.	Camp and office site
2	Selling of Goods and Local produce or Services	The security guard shall not allow them to enter the site and sell goods or local produces. They can guide them about the goods and services proposal system of the company.	Camp and office site
3	Curious People	The security guard shall not allow them to enter the site and have access control.	Construction Area Project Area Camp and office site
4	Drunken People	The security guard shall not allow them to enter the site and have access.	Whole Project Area
5	Terminated Workers	The security guard shall not allow them to enter the camp site and request them to follow the proper channel for communication.	Whole Project Area
6	Visitors	Visitors can only be allowed with the prior permission from the company, need to present their ID card. Security guard shall verify the visitor information, appointment and provide the visitor ID card through HSE department of HEC.	Camp site and End of Lot 1 of Access Road.
7	Illegal Settlers	No illegal settlement within the Project Area shall be allowed. On finding of any illegal	Whole Project Area

		settlement, the security subcontractor shall inform to HSE Manager of HEC to take further action.	
8	Community members seeking entrance for medical access	In case of an emergency, the security shall contact with HSE Manager of HEC to provide the access to emergency medical facility of the company. In case of regular or normal medical concerns, the security guard shall guide them to community health facilities existing nearby.	Office Site

In addition, the presence of night club located adjacent to the worker's campsite presents the risk of increase population in the area at night during weekends. This creates the potential for increased antisocial behavior and a threat to the safety of the company employees and property. This also provides an opportunity for blocking the roads for the purpose of intimidating and demanding money from people. The risk will even be higher if foreign workers are targeted. During the community Risk Assessment consultations, the Bahomea and Malango house of chiefs and communities raised their concerns regarding the operation of the night club. The night club is negatively impacting on the youth and families in the community. The presence of the night club may impact of the operation of the company and the security and safety of the campsite. To minimize and avoid any negative impact from the night club, a very strong access control has to be set up at the camp site. During the rush hours of weekends, the number of security guards can be increased to deter any antisocial activities in and around the campsite. Further, 2 police officer staying in the camp shall also be involved to prevent any kind of mishaps. The existence of the night club in the present location may have short and long term negative effects on the project. The security risks and measures shall be evaluated regularly discussion and consultation with the stakeholders and relevant government authority(RSIPF) to take appropriate action whenever required to protect the Tina Hydropower Development project as a national interest.

4.1.9 Increased drunk and disorderly behavior incidents:

Communities living in and around the project area raised that drunk and disorderly behavior incidents have increased since the existence of the night club near the main campsite. This is causing fear and threats particularly to women, girls and vulnerable people. This is also presenting

a potential threat to company employees. Security guards will work together with the Royal Solomon Islands Police Force present at the camp site to attend to incidences of drunk and disorderly behavior. It will also assist if community relations staff organize community awareness programs targeting drunk and disorderly behavior in the community.

4.1.10 Loud music from nightclub during weekends:

Loud music coming from night club was raised as a concern during the Security Risk Assessment community consultations. This presents a risk to the community and the project. Loud music may cause disturbance to workers living at the campsite during the weekends. This will become riskier when criminals capitalize on the loud music to break into the campsite without being heard and commit serious offences. As a security measure, security guards will be strengthened during weekend to avoid the potential impact. In case of any serious offences, security guards will immediately report to the police and HSE Manager of HEC to take required actions.

4.1.11 Untrained Security guard personnel:

The use of untrained security guards was a concern raised during the Security Risk Assessment community consultations. The untrained security guard is the major concern for the company. if they are not able to perform their duties and report incidence, the risks and incidence may escalate to higher level.

The impact on the company includes breach in the security procedures, loss of property and non-compliance to project safeguard. However, a little impact on the community may arise due to the lack of training in handling community relation, grievances, mistreatment to community members. The company shall make the community members aware of the GRM to raise the complaint against the security guards If found violating the security policy and procedure.

4.2 Indirect Security Risk:

The Indirect Risks in this report are issues that present risks which are not in the direct control of HEC and/or its subcontractors and maybe beyond their jurisdiction to manage or minimize. HEC and its subcontractors will depend on relevant responsible authorities to lead in solving these issues and prevent risks that will have a huge impact on the operation of the project. It should be noted the indirect risks have a high potential for negatively impacting on the project if they are not addressed properly and in a timely manner.

The indirect security risks identified during the community consultation are of general nature and requires high level inputs to be in place, especially from all the stakeholders. Appropriate mitigation measures have to be input after due consultation among all stakeholders.

4.2.1 Issues relate to Land and Community benefits:

During the Security Risk Assessment community consultations, the chiefs of Bahomea and Malango and their communities reported that there are community out-standing issues unattended which might hinder the undertaking of the project. Some issues were mainly concentrated on water supply promised to communities, Electricity supply, Employment preference, relocation issues, and tribal land issues. It was also reported that relevant authorities have not had consistent communications with communities on these issues resulting to community frustration. During the team consultation with the Project Office (PO) and Tina Hydropower Limited (THL), it was noted that there is lack of understanding on the part of the community with regards to land owner and community benefits. The PO explained very clearly the plan and governance mechanisms in which community benefits will be derived and channeled through and work is currently ongoing to establish the governance mechanisms. It is in the interest of the project that these community benefit governance structures are established and communities has access to whatever benefits they are entitled to receive.

4.2.2 Land Agreements Disputes:

Discussion on land agreements and disputes was one of the major issued raised by communities during the Security Risk Assessment consultations. The Consultation Team was presented with two documents which seem to be creating frustration and resentment towards the project in the community. The first document was the Memorandum of Acknowledgement and Recognition dated 22nd July 2013. This Memorandum is signed between the Solomon Islands Government and the Bahomea tribes. More than 20 tribes were listed and recognized as the land owners in the project core area. The second document is the Process Agreement dated 17th July 2014. The Process Agreement is signed between the Solomon Islands Government and four (4) core area tribes. The contentious issue is the non-inclusion of other tribes in the core area listed in the Memorandum of Acknowledgement and Recognition. It also noted that there is very little knowledge and understanding of the content of the Process Agreements. Tribes that own the land in the catchment area are confused and frustrated and are calling on responsible authorities to provide explanations. Consultations with the Project Office (PO) and Tina Hydropower Limited (THL) confirmed that there is either lack of understanding or ignorance on the part of the communities when it comes to the documents mentioned above. It was noted that numerous community consultations had been conducted in the last ten (10) year regarding land agreements and community benefits and e process for implementing the process agreement is still ongoing. Nevertheless, HEC, THL and PO will need to continue to communicate consistently with the land owning tribes and resolve outstanding issues and ensure that construction of the project progress smoothly.

4.2.3 Unresolved Land Disputes:

Land disputes in the project core and access areas were also discussed during the Security Risk Assessment consultation. Some tribes felt that they have been left out after only four (4) tribes signed the Process Agreement. The lack of understanding in the community on the Process Agreement is generating resentment and will become a risk for the HEC and its subcontractors to progress construction of the dam. As mentioned in paragraph 4.2.2, responsible authorities including the chiefs of Bahomea and Malango will need to address these outstanding issues and clear any misunderstandings regarding land and tribal benefits.

4.2.4 Relocation of people:

The compulsory acquisition of land particular Managikiki village creates a potential risk if the rehabilitation of people affected is not properly processed. During the consultation at Managikiki, the community informed the consultation team that they will not agree to any relocation arrangement to any other land but will request responsible authorities to move them outside of the boundaries of the acquired land. It should be noted that Managikiki villager have not allowed HEC staff to conduct further development in the area and it is impacting on the company's ability to progress the construction of the project. When the team consulted the Project Office (PO), it was revealed that the road access at Managikiki was compulsory acquire in accordance with the Lands and Titles Act. Villagers affected have already been compensated and there was no plan for relocation.

4.2.5 Police Unprofessional Behavior:

Police unprofessional behavior in the project area recently was discuss by communities during the Security Risk Assessment consultations. It was indicated that police patrolling the project are harassing and intimidating community members particularly at the Crusher Plant and project core area. If this practice continues, it will cause a major risk for the construction company and its subcontractors. The impact this unprofessional behavior will have on the community is lack of trust and resentment against the Police and the company.

To minimize this matter, the discussion was progressed between the company, Security Subcontractor and RSIPF to request to follow project procedure including ESMP and protocols.

4.2.6 Civil unrest:

The civil unrest is possible threat to this country because of the past history. In the event of ethnic tensions or civil unrests has the potential to disrupt the project operations, damage to company property and may cause injuries and even deaths. The chance of experiencing another civil unrest in the next five years is unlikely. However, precautionary measures shall be taken to monitor if such events may occur and the company will need to work together with other stakeholders including the RSIPF to continually assess the security environment.

4.2.7 Riots:

Riots can develop from within the company or from outside of the company. Riots that develop from within the company may be easily dealt with before it gets out of hand. However, riots that develop from outside of the company may have a high risk. Criminals and opportunists may use riots to break into company premises by force purposely to get company properties. Riots have a potential to have a high risk for the company. It will cause damage and loss to property, injury and loss of life. It causes fear to both the company and community. It is therefore important that monitoring of the security environment by actively collecting intelligence information is part of the company's daily activity. The chance of experiencing riots in the next five years is unlikely.

4.2.8 Abduction of Workers:

The potential for disgruntled land owners or criminals to abduct company workers may be possible. However, the likelihood for abduction to take place is unlikely. Land owners or criminals may capitalize on outstanding land issues to cause disturbances to the project by abducting workers and demanding a ransom. If this happens, it will cause a major risk for the company and disrupt the operations. In response, security forces will cautiously negotiate with abductors without making any promises and request the release of abducted workers. There will also be pressure from relatives of abducted workers and the risk will even be higher if foreign workers are involved. Therefore, it is very important that responsible authorities identify all outstanding land issues, agreements and issues regarding benefits and deal with them properly. It is also important that clear communication lines are well established between responsible authorities and land owning groups including chiefs and beneficiary communities to avoid confusion and frustration which will result to the possible abduction of workers.

4.2.9 Terrorism:

The potential for any terrorist act to occur in Solomon Islands may seem unlikely in the next three to five years. Terrorist activities will have a huge impact on the country when it occurs. There will be damage to property and lives of workers will be at risk. The community will also be at risk if terrorist attack the dam site. Therefore, it will be short sighted to ignore the possibility of terrorist activities happening in the future. With this perception, it is important that the company work with the RSIPF to monitor the security environment for signs of terrorist activities.

4.2.10 COVID-19

COVID-19 is currently a world pandemic. Solomon Islands is yet to record any positive cases. However, as a preventive measure, the national government has activated a state of emergency for the whole country. The state of emergency is impacting on the progress of the project as some foreign workers are not able to return to Solomon Islands. The impact on the project may become more severe if positive cases of COVID-19 are recorded in the country. This may cause potential security risk and the security subcontractor will be required to work together with relevant authorities

adhering to protocols to prevent COVID-19 spread and impact. The impacts on the community will also be severe.

5. **Table 1.0: Summary of Risk Assessment**

Steps	1	2	3	4	5	6	7	8
	Security Risk	Likelihood	Security Response	Impact on Company	Severity	Impact on Community	Severity	Mitigation
Direct Security Risks								
1	Theft including simple larceny and robbery	4	1. Secure perimeter access to prevent theft 2. Access Control with proper inspection 3. security guards will apprehend suspected thieves and turn them over to the RSIPF	1. Loss of company property 2. potential danger to employees if thieves take property by force	4	1. Alleged thieves risk injury or mistreatment during apprehension or detention	3	1. Ensure that security guards must have the required training on the access control and clear understanding of guidelines for protecting company property and assets 2. Conduct proper check at the access point during entry and exit. 3. Conduct regular patrol to check the suspected thieves
2	Unlawful Protests	2	1. Secure perimeter access to company sites 2. RSIPF may respond physically if protest become violent	1. it may result in clashes between security and the community or involving employees. 2. Disruption to operations particularly staff access to site and transportation. 3. possible injury to employees	4	1. Injuries sustained from any use of force (justified or otherwise) against protesters 2. community resentment against company	4	1. Ensure that security guards and Police have clear protocols on dealing with protesters, particularly regarding the use of force; 2. This can be avoided by making community members aware of their right to make complains through existing Grievance Redress Mechanism. Since the security guards are often first point of contact with the protesters, they should also be aware of their roles with regard

								to community relation and Grievance Redress Mechanism.
3	Trespass	3	<ol style="list-style-type: none"> 1. Secure perimeter access including clear warning signage 2. Regular Patrolling to detect trespassing 3. Incidents reporting 	<ol style="list-style-type: none"> 1. Potential safety hazard to the project and disruption of project operations 2. potential harm of environment concerning Flora and Fauna, Illegal logging and spread of invasive species 	4	<ol style="list-style-type: none"> 1. Community members risk the possibility of being mistreated when apprehended. 2. resentment among community members for not getting access to traditional livelihood activities. 	3	<ol style="list-style-type: none"> 1. Security guards require clear instruction for dealing with trespassers 2. Reporting of all the incidents 3. Security guards will be required to secure the perimeters of the project restricted areas and place clear "Restricted Area No Trespass" sign board at all access points
4	Harassment of women and girls by security guards	3	<ol style="list-style-type: none"> 1. Clear guidelines for security guards regarding the treatment of women and girls. 2. Obey the worker's code of conduct 	<ol style="list-style-type: none"> 1. Potential cause of complaints against the company and disruption of operations 2. Impact to company and community relationship 3. degradation of Company reputation 	4	<ol style="list-style-type: none"> 1. Potential cause for breakdown in cultural and traditional norms in the community. 2. Impact to company and community relationship 	4	<ol style="list-style-type: none"> 1. Security guards have relevant training on United Nations requirements for the proper treatment of women and girls 2. Strict actions such as immediate termination on security guard if involved in harassment. 3. Hiring the female security guard.
5	Vandalism	4	<ol style="list-style-type: none"> 1. Patrolling to detect the vandalism 2. Apprehend suspects and turn them over to authorities. 	<ol style="list-style-type: none"> 1. Damage to company properties 2. potential for disruption of operations 	4	<ol style="list-style-type: none"> 1. Damages good relationship between communities and the company; community risk the increase of harboring criminals. 	3	<ol style="list-style-type: none"> 1. Community Awareness Program 2. Patrolling to check any act of the vandalism 3. Building good and strong relationship with the Community through continuous awareness program 4. Giving recruitment opportunities.

6	Unlawful Road Blocks	4	<ol style="list-style-type: none"> 1. Clearing the Road Blocks if detected or if notified 2. Regular patrol to check the road blocks 3. Awareness programs to prevent communities from using road block as a way to raise grievances. 	<ol style="list-style-type: none"> 1. Causes fear and disruption of operations. 2. Security threat to employee 3. Damages to company vehicles/Equipment 	5	<ol style="list-style-type: none"> 1. Potential cause for injuries if security forces use force against civilians. 	4	<ol style="list-style-type: none"> 1. Regular Patrol 2. Inform the employees of proper protocols to follow when faced with road blocks 3. Security Subcontractor to monitor project road access and report roadblocks to relevant authorities, RSIPF, THL and PO
7	Road Accidents	4	<ol style="list-style-type: none"> 1. Immediate response to accident site 2. incidents Reporting 	<ol style="list-style-type: none"> 1. Potential cause for damage to property and/or loss of life; 2. people demanding compensation; 3. disruption of operations. 	4	<ol style="list-style-type: none"> 1. Potential cause of injury or death to community members; resentment against company. 2. Damage to property 	3	<ol style="list-style-type: none"> 1. Monitor speed limits 2. regular security road patrols, speed humps; 3. breathalyzer at every security post.
8	Influx of people.	4	<ol style="list-style-type: none"> 1. Patrolling to check influx 2. Access Control to avoid influx 3. Reporting of influx 	<ol style="list-style-type: none"> 1. Potential threat to the safety of workers, company property and the campsite security. 2. Illegal settling in the project area 3. disturbance to the environment 	4	<ol style="list-style-type: none"> 1. Potential increase in criminal activities in the communities 2. Illegal squatters create overburden on the community resources 3. Clash between illegal settlers and communities 	3	<ol style="list-style-type: none"> 1. Work with communities together to prevent illegal settling in and around the project area 2. Report to government authority, RSIPF if influx is detected

9	Increased Drunk and disorderly behavior incidents	4	1. Strengthen security presence during weekends to secure the perimeters especially at the main gate and other entrances	1. Poses threat to company employees and disrupts project operations. 2. Damage to company assets	4	1. Causes fear of being attacked, verbal and physical abusive.	4	1. Request RSIPF to conduct routine patrols together with project security 2. working in partnership with the RSIPF and community leaders to conduct community policing programs
10	Loud music from nightclub during weekends	4	1. Strengthen security presence at campsite during weekends as criminals will cover of loud music to break into the campsite 2. Conduct patrol to perimeters 3. In case of any serious offences, security guards will immediately report to the police and HSE Manager of HEC to take required actions	1. Causes disturbance to the resident of the workers camp site	4	1. Causes disturbance to the nearby surrounding communities	2	1. Communicate with the night club management if the loudness unbearable 2. In case of any serious offences, RSIPF must be called in to attend
11	Untrained Security Guards	4	1. Any misconduct by security shall be addressed. If found guilty actions shall be taken. 2. Recruitment and selection of security guards will be in line with Screening policy	1. Potential threat to the residents of the camp site, company property, and the entire project. 2. Company community relations	4	1. Potential for harassment and mistreatment of community members and visitors attending the camp site.	3	1. Conduct proper training for security guards especially for dealing with communities, employees, incident handling, visitor management. 2. Before finalizing the training, we will not input the security guards into service. 3. Refresher trainings to make aware of their roles and responsibilities.

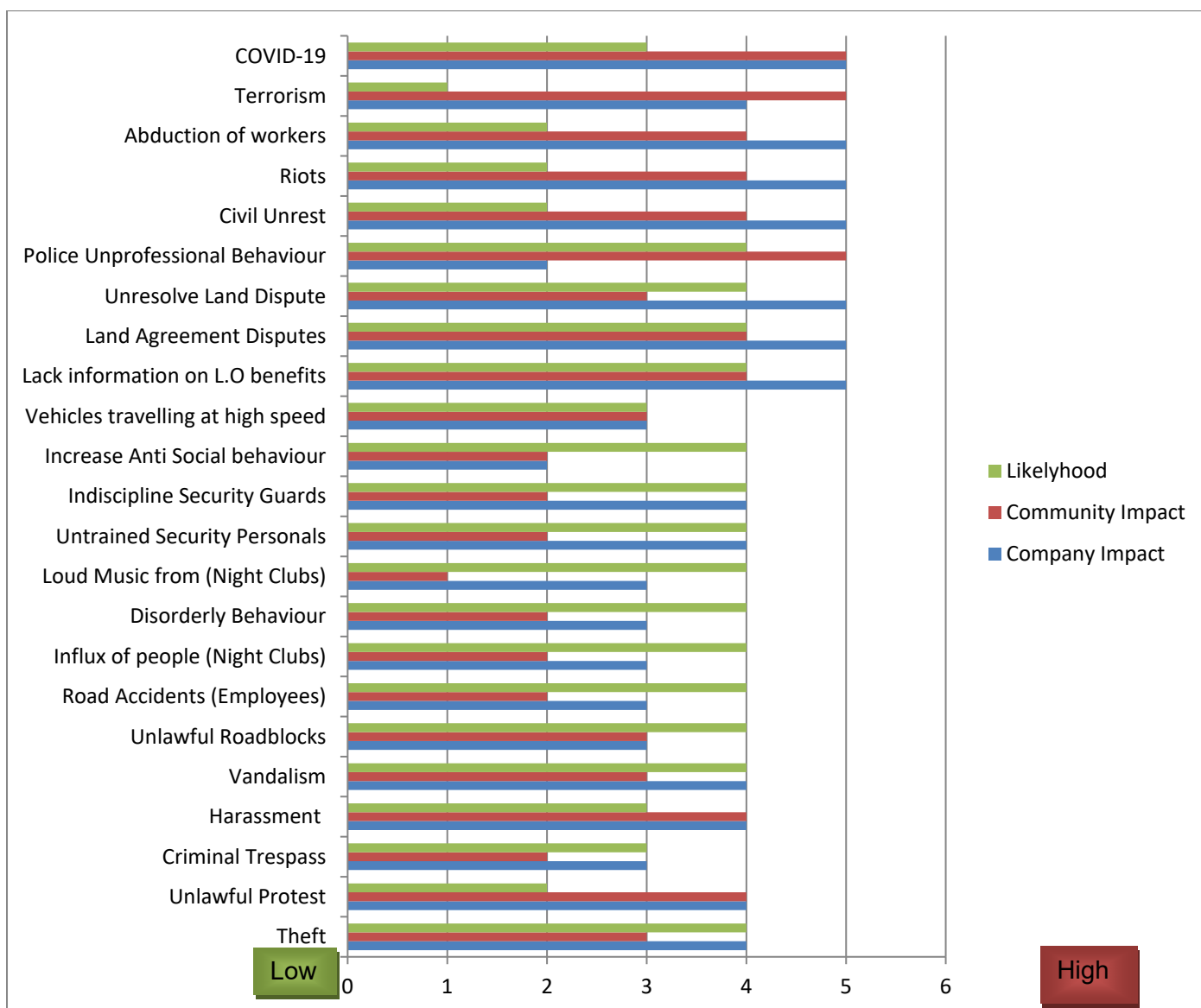
12	Indiscipline Security Guards	4	<ol style="list-style-type: none"> 1. Any misconduct by security shall be addressed. If found guilty actions shall be taken. 2. Recruitment and selection of security guards will include strict disciplinary standards 	<ol style="list-style-type: none"> 1. Project site procedures and access control systems affected, 2. potential security threat for camp site residents and property. 3. damage to company reputation 	4	<ol style="list-style-type: none"> 1. Potential unauthorized access to the campsite by community members. 	3	<ol style="list-style-type: none"> 1. Conduct proper training for security guards and implement strict discipline measures 2. Before finalizing the training, we will not input the security guards into service. 3. Refresher trainings to make aware of their roles and responsibilities.
13	Increased anti-social behavior	4	<ol style="list-style-type: none"> 1. Monitor and report anti-social behavior activities. 2. Protect the company against antisocial activities. 	<ol style="list-style-type: none"> 1. Potential physical attack on project employees, 2. potential loss and damage of property. 	4	<ol style="list-style-type: none"> 1. Potential breakdown of community norms and traditional practices. 	3	<ol style="list-style-type: none"> 1. Work with RSIPF and community leaders to address anti-social behavior 2. Communicate with Community members and chiefs on finding ways to deal with Antisocial behaviors.
14	Vehicles traveling at high speed	3	<ol style="list-style-type: none"> 1. Monitor project roads by conducting routine patrols, 2. address speeding on spot when sighted. 	<ol style="list-style-type: none"> 1. Potential cause of complaints against the company and disruption of operations 2. Accidents on the project involving company vehicles. 	3	<ol style="list-style-type: none"> 1. Risk of accident involving community members and project vehicles. 2. School children may be at risk 	3	<ol style="list-style-type: none"> 1. Awareness in communities on traffic management can reduce the risk of accident. 2. Strict compliance to speed limits by project vehicles.
Indirect Security Risks								
15	Lack of clear information on Land Owner and community benefits	4	<ol style="list-style-type: none"> 1. Highlight issue and associated risks to relevant authority 	<ol style="list-style-type: none"> 1. Potential cause for disruption of operations, damage to properties 	5	<ol style="list-style-type: none"> 1. Potential cause for frustration and resentment against company. 	4	<ol style="list-style-type: none"> 1. Relevant authorities to provide clear information and consistent communication to landowners and the community in regards to benefits.

							<ul style="list-style-type: none"> 2. Consultation Programs held by PO (LARLP) can be used as a platform. 3. Stakeholder Engagement and Communication Plan 4. Guidance to Grievance Redress Mechanism.
16	Land Agreement disputes	4	1. Highlight issues and associated risks to relevant authority	1. Potential cause for closure of company and rebellion of people may damage company property and personal.	5	1. Potential cause for frustration and resentment against company.	4 <ul style="list-style-type: none"> 1. Relevant authorities to provide clear information and consistent communication to landowners and the community in regards to benefits. 2. Consultation Programs held by PO (LARLP) can be used as a platform. 3. Stakeholder Engagement and Communication Plan 4. Guidance to Grievance Redress Mechanism.
17	Unresolved Land disputes	4	1. Control and prevent dispute to reach site, guards may refer people to appropriate authority.	1. Disruption to operations and potential cause to road blocks.	5	1. Potential cause for frustration and resentment against government and company.	3 <ul style="list-style-type: none"> 1. Relevant authorities to provide clear information and consistent communication to landowners and the community in regards to benefits. 2. Consultation Programs held by PO (LARLP) can be used as a platform. 3. Stakeholder Engagement and Communication Plan 4. Guidance to Grievance Redress Mechanism.

18	Relocation of people	4	1. Monitor community reaction and provide intelligence information on situation.	1. Potential cause for people to demand compensation and disturbance to company operations.	5	1. Potential cause for frustration and resentment against government and company.	3	<ul style="list-style-type: none"> 1. Relevant authorities to provide clear information and consistent communication to landowners and the community in regards to benefits. 2. Consultation Programs held by PO (LARLP) can be used as a platform. 3. Stakeholder Engagement and Communication Plan 4. Guidance to Grievance Redress Mechanism.
19	Police unprofessional behavior towards communities	4	1. Record any complaints from the community and provided information to relevant authority.	1. Potential cause for people resisting to cooperate with company operations.	4	1. Loss of trust and resentment against Police, resentment against security guards.	5	1. Refer police officer to Professional Standards and Internal Investigation (PSII), RSIPF to communicate outcome of investigation to HEC.
20	Civil Unrest	2	1. Strengthen or heighten security on company property and premises.	1. Damage to company properties and premises and closure of operation.	5	1. People and families involved in unrest risk being apprehended and mistreated by security forces.	4	1. Security Subcontractor to work with the RSIPF to protect workers and project property.
21	Riot	2	1. Protect company premises, personal and property. Increase number of guards on posts.	1. Potential for loss of life and property and disruption to company operation.	5	1. People and families involved in riot risk being apprehended and mistreated by security forces.	4	1. Security Subcontractor to work with the RSIPF to protect workers and project property.
22	Abduction of company workers	2	1. Keep an open channel of communication and abductors without making promises and negotiate the release of workers.	1. Cause a major disturbance to the operation of the company	5	1. Potential pressure from relatives against company and other authorities	4	1. Relevant authorities will be required to identify all outstanding land ownership, agreements and benefits issues and continuously communicate with the community
23	Terrorism	1	1. Gather necessary information regarding terrorism act and	1. Potential loss of life and property,	4	1. Causes fear within the community, produces	5	1. Work with RSIPF in monitoring the security environment and

			provide to relevant authority	disruption of operations.		hostile environment and uncertainty.		capture information regarding terrorist activities.
24	COVID-19	3	1. Support other authorities in the national awareness programs to prevent the spread of COVID-19	1. Potential for the loss of life and disruption of operations and eventually total close down of the project.	5	1. Potential for creating fear and loss of life in the community.	5	1. Work together with MHMS and other relevant authorities on national program to address COVID-19, hand out masks and any other protective equipment.

6. Bar Graph: Table 1.1: Risk Assessment Graph, displaying different risks, likelihood and impacts.



6.1 Bar Graph: Table 1.1 Analysis

The data displayed on the graph depicts three different aspects of the security risks that were identified during the consultation that was carried out in the Malango/Bahomea region. These aspects are namely the likelihood of the risks to occur, the Impacts in which the risks might affect the community and the impacts that will be felt by the company if these risks were to occur. The risks identified vertically are given a level of effectiveness which ranges from one to six, where one (1) is less or low impact and likelihood and six (6) are a high impact risk or likelihood.

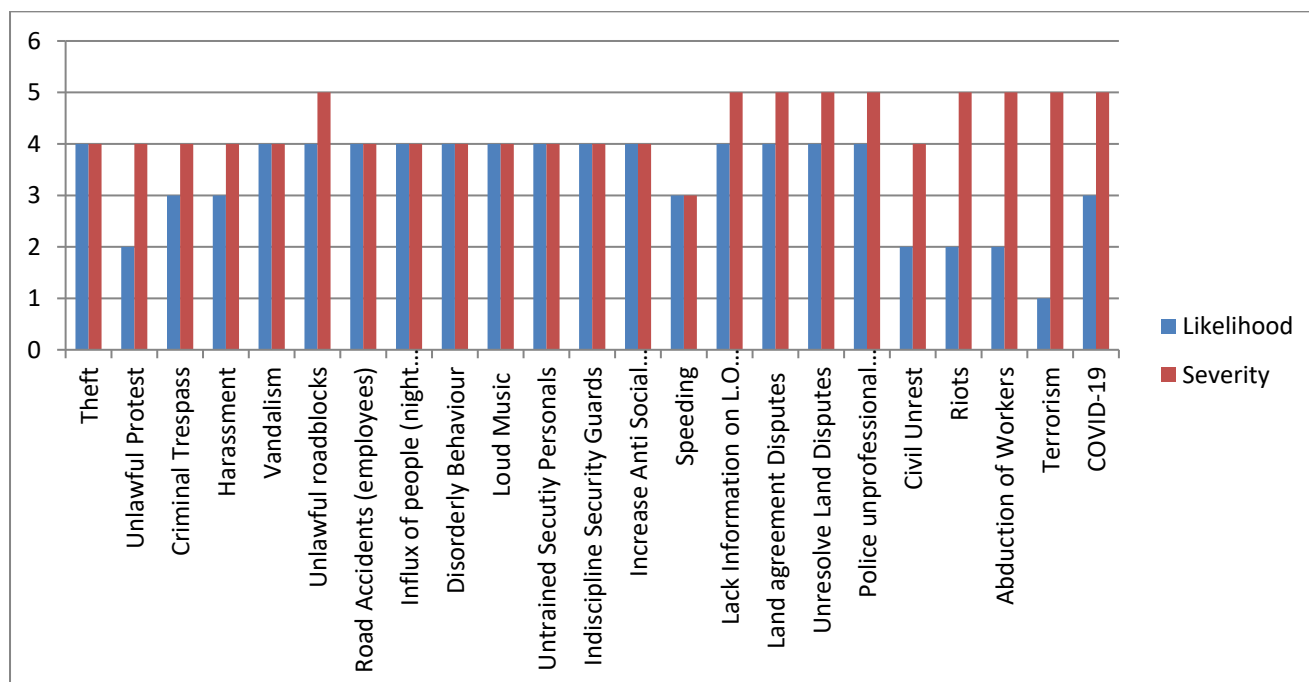
Beginning with how likely the various risks are bound to occur, it could be seen that the majority of risks with a high likelihood are the indirect risks. All the indirect risks except for terrorism and abduction of workers have peaked to a level four (4) meaning, the likelihood of these types of risk occurring during the operation of the company is high, and thus, management strategies required to handle such issues should be considerably of higher standards. With these high levels

of likelihood, comes high impact on communities as well. To be specific, indirect risks such as police unprofessional behavior and terrorism are those with the highest impacts on the community, while unresolved land issues compared to other indirect risks has much lower levels of impacts. The company as we could see, on the other hand is the most impacted, if we are to look at indirect risks. This is due to the fact that indirect risks concerning both relationships between the government and the landowners will always result in a direct risk for the company.

Direct risks however low it may be seen on the graph should not be taken lightly. We could see that the likelihood of these types of risks ranges between levels two and three. Despite of that, the impacts it could have on both company and community, risks varies depending on the risk itself. Direct risks such as unlawful protest and harassment of women and girls have high levels of impact in communities compared to other community impacts. In consideration of company impacts, the risks that could have high impact are theft, vandalism and issues concerning ethical standards of employees of any security firm or the company.

Whatever levels that these risks reach and impacts that it may have, in the community or to the company, as we have seen displayed on the graph should not be taken lightly but, should be managed considerably. Whether it is direct or indirect, there should be strict measures taken in handling them and making sure that the project and all parties involved have a stable environment to maneuver and continue their day to day business.

7. Bar Graph: Table 1.2: Displaying Likelihood and Severity of Risks



7.1 Bar Graph: Table 1.2 Analysis

The bar graph 1.2 illustrates the two different levels by which risks could be categorized. As could be seen above, the likely hood for a risk and the severity shows us which risks needs immediate responds to and which ones are low but needs our attention.

The range of levels of risks that could be seen in the graph is between one (1) to five (5) where five is the highest level that a risk could reach and one is the lowest. Risks that fall between two and three could be seen as medium risks. By looking at the graph, a direct risk mainly holds likelihood up to level 4 except for criminal activities such as protests, trespass, harassment and speeding. Almost all direct risks have a high severity rate, with unlawful road blocks reaching the maximum level and speeding the lowest.

The indirect risks as could be noted have very high severity levels of risk due to the fact that most issues that are displayed are of major concern in every location of consultation. These similarities states how important it is for the authorities responsible to address this risks. The likelihood of indirect issues, though may seem low, should not be regarded as lesser in importance but should be seen as issues that may directly affect operations if not handled well.

With this analysis management strategy on how to approach the different issues should be put in place. Not only will it help in setting up strategies but also identify which issues needs immediate mitigation and which authority is responsible for tackling the risk.

8. Conclusion

Assessing and evaluating potential security risks is the first step in determining the level and types of security arrangements that Hyundai Engineering Company Limited (HEC) might need to ensure that safety and security for the construction of Tina Hydropower Development project is provided. With this intention, HEC subcontracted BEEDS Security Services to conduct a Security Risk Assessment in the project area of operation and consider likely threats that would require a response by security personnel, and the potential impact that such a response might have on community members. The assessment also considered if and how the presence of the company may affect the security of the local community.

At the end of consultations, BEEDS Security Services prepared this report which contained the identified risks, and assessed their likelihood of occurring and the level of impact they might have on the community and the company. The report also suggested mitigation activities that might assist the company to resolve the risks.

In a huge development project such as the Tina Hydropower Development project, where many stakeholders are involved and standards are high, managing relationship is very important to the success of the project. In our view, this relationship maybe lacking in some areas and will require

immediate action to address misunderstanding and reduce the potential risk of resentment against the project.

It is our hope that this report will assist HEC and other stakeholder to develop strategies that will address all the security requirements needed to successfully and safely construct and complete the Tina Hydropower development Project.

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ANNEX P7-II SUBCONTRACTOR SECURITY PROCEDURES

ANNEX P-7-II SUBCONTRACTOR SECURITY PROCEDURES

SECURITY PROCEDURE

SITE SECURITY MANAGEMENT

The Contractor shall manage security in full compliance with the laws of land (Solomon Islands). The security set up would adapt to modern technological advancements and established best practices and would use them to enhance the capacity and capability of the security personnel. The Project would continue to work with Solomon Islands government authorities including Royal Solomon Islands Police Force (RSIPF) to ensure that knowledge of security risks is shared with stakeholders, employees, and, with the project affected communities. The Project would ensure that the contractor adhere to the security principles outlined in this document and monitor their compliance and performance against them.

ACCESS CONTROL

The perimeter security and access control system is designed to safeguard the project 's environment and social values and Property of the Contractor and Project by:

- Limiting public access into to the facilities and the Project core boundary;
- Controlling and monitoring employee and visitor's access to the facility;
- Only authorized personnel are allowed to enter the project/plant area.
- Their names must be listed in employee list and each of them is provided with Employee Card as access identification;
- Visitors and suppliers are only allowed on limited access i.e. based on specific identification cards issued to them and for limited duration; and they shall not be permitted to all the facilities.
- The security personnel shall also ensure that traffic approaching the main entrance gates is handled in such a manner to ensure its smooth flow and free from accidents.

SECURITY POLICY

The Security Subcontractor appointed by Hyundai Engineering Company (HEC) shall adhere to the following security provisions described in this Security Procedure for Tina River Hydropower Development Project (TRHDP).

SUBCONTRACTORS' RESPONSIBILITIES

- With the consent from HEC, Subcontractors may provide adequate fencing on their work Site perimeters if they deem it necessary. Subcontractors are responsible for safeguarding their assigned work Sites. Each Subcontractor is expected to provide an adequate, continuous, and effective guard force if required on their work site.
- To reduce congestion in the Jobsite parking area, all of the Subcontractor's employees shall park their vehicles in the areas designated by HEC. Those employees shall proceed directly to their work site; they shall not cut through other Subcontractors' areas. Subcontractors' employees shall not wander from their work Site or loiter around other areas.

SECURITY REGULATIONS

All the workers of the Project including Subcontractors and their workers must respect and obey the following security regulations and fully responsible for guarding their equipment, materials and tools available within the Site:

- No one carrying intoxicating or alcoholic liquors or substances is allowed to enter the site area and/or drivers and personnel under the effect of alcohols or narcotics are not allowed to enter the Project Site.
- The project does not allow any workers to cook their food in any project area. The Subcontractor or Workers shall arrange their cooked meals from outside of the project area or Workers Camp.
- Matches and cigarette lighters are not allowed into hazardous areas (especially Magazine, Oil storage areas, warehouses and others identified). No smoking Signs shall be installed at locations where there is a risk of fire. Workers are allowed to smoke only at the designated smoking areas.
- Photographing and carrying cameras are prohibited on the site without proper permission from the Project Manager.
- No one shall be issued with an ID card to enter the Project Area until completion of HSE induction training. The concerned Department or Subcontractor shall request to HSE Department for the HSE Induction Training in advance.
- All vehicles entering and leaving the site may be subject to search by the Security guards at the gate. Employers Personnel¹, Contractors, Subcontractors and suppliers shall ensure that all of their employees understand the requirements for such searches, and shall request full compliance in this respect. The search will include check for firearms or weapons, logging equipment, drugs or anything that can cause harm to environment.
- The check for invasive species carried into the project core boundary shall also be checked by the Security guards at the Guard Post (End of Lot 1 in Access Roads). All the vehicles entering inside the project shall pass through the car wash bay.
- If a person declines a search, his supervisor and the respective Vendor/Subcontractor, if applicable, shall be notified and required to come to the gate. The person will again be requested to allow for the search. Where such a request is again refused by the individual, Security Manager shall notify the local police authorities of the situation, requesting their attendance at the site and possible further actions. A person without check shall not be allowed to enter the site or premises.

EMPLOYEE CARD

All the project workers shall have a unique Identification card for security and Emergency reasons. These Identification cards shall be provided upon completion of HSE induction of the worker and shall be valid for one year. Upon expiry it shall be renewed by the HSE Team. A strict monitoring of Identity cards shall be done by HSE team together with the Security Subcontractor. The ID card shall contain the Name, Organization name, designation, unique identification number and Blood Group. All employees are required to display their identification cards whenever they are on the power plant/project areas. The ID

¹ Authorized persons shall be limited to contractor's personnel, the Employer's Personnel, the Offtakes Personnel, SIGs personnel, the SIG Finance Party personnel, Independent Engineer and to any other personnel notified to the contractor by or on behalf of employer as authorized personnel of the Employer.

card should be so displayed that it is visible at all when inside the project area. Security is authorized to check anyone without the ID and may even disallow such employee entry inside the plant/project area. Such employees may however, be allowed after the express permission from the Project Manager through the Security Manager.

- Loss of ID card shall be immediately reported through the department head in writing to the HSE Department for issue of new card.
- On employment of a new employee, after necessary paper work for authorization, the concerned department head with copy to other Managers shall request the HSE Manager for issue of ID card to the employees/Project Workers.

VISITORS PASS

Visitors Pass are allowed only when there is a prior appointment requested by the visitor citing the reasons and details of his/her visit through the project Worker or directly at the security Post. The information shall be processed and approved by the Project Manager. The approval shall be communicated with the Security Manager to take required actions and further communicate with the Security Guards to facilitate the visit. The Visitor appointment shall be requested at least one day prior to the visit. Communication shall be made by Security Manager to the Visitor upon approval of his visit with all details of the timing and duration and the areas allowed during the visit. If required, the security personnel shall accompany the visitor during his visit. The visitor during his visit shall go through the access system where searches shall be conducted by the Security Personnel of the same gender at the guard post. PPE is a mandatory requirement to enter the Project area, so it shall be provided to the visitor at the Guard Post on a returnable basis.

- Visitors including suppliers are required to register their presence in the visitor book, placed with the Guard Post, prior to entering the site, the visitors and vendors are required to leave their original national identification card (no photo copy will be accepted) at the security reception and subsequently replaced with relevant pass meant for Visitors.
- Visitors shall be required to be signed in by a responsible representative and visitors entering construction area must have personal protection equipment. Vendor engineers and other long-term visitors shall receive safety induction.

VEHICLE ACCESS

- For security control on project by security personnel a vehicle access control log is designed to strictly monitor vehicles entering and leaving the project for security reasons.
- Drivers of all delivery and collection vehicles must remain with their vehicles whilst they are on the project. The Manager responsible for the area must approve the vehicle entry; through the Security Manager. Movement outside the area designated on the entry permit is strictly forbidden.
- The Gate supervisor / Security Guard are responsible for inspecting delivery vehicles to ensure that delivery slip covers the material being carried. The vehicle driver must identify, in case if the vehicle is from outside about any material not for delivery to the project and is to be taken back on departure.
- Passengers/co-driver who accompanies drivers of vehicles will not enter the site unless authorized to enter.

- The Security Guards must check all contractors' vehicles leaving the site and when such vehicles contain materials and/or equipment, an appropriately signed authorization for outgoing material must be produced before exit is allowed.
- The Contractor/private security personnel on duty reserve the right to conduct search on any vehicles in the project area.
- The Contractor/THL/sub-contractor vehicles and their staff's private vehicles may be allowed to the parking areas without any report/approval from the contractor management, after recognition/ID and vehicle stickers,
- Access of vehicles owned by visitors and/or subcontractors shall be allowed after approval only.
- Contractor vehicle movement log book shall be duly maintained on daily basis, and shall be submitted to administration team. A list of vehicles / equipment will be provided to the Employer representative prior to the vehicle / equipment being mobilized to site by the contractor on the appropriate Employers form.
- The list shall include details on type of vehicle / equipment, copies of registration or certification with appropriate statutory bodies, insurance certificate, and details of inspection result.

MATERIAL IN & OUT

- Any material required to be moved out of the project area must have the initiating department manager's, and administration manager's authorization.
- Similarly, any material which is required to be moved into the project areas will be checked, confirmed from the concerned department. All records will be verified by security from the concerned department at the end of the day.
- All such authorizations must be routed through the security manager for deploying security personnel for the smooth passage of the required material if necessary.
- After loading an outward pass will be signed by both the concerned department and security.
- Receipt of all deliveries of materials and equipment to the site is the responsibility of the Procurement manager, Mr. Kim Do Hoon / Construction Manager, Mr. Lee Sung Han.
- All returnable must be recorded on a separate book marked as "Returnable" and records kept after allowing outside, however, it will be the responsibility of the security department to remind the procurement/Construction department in writing after seven days, if the items are not returned. After fifteen days the level of reporting will be raised about the item not returning to the project.

SECURITY SURVEILLANCE & REPORTING

Daily security related activities shall be logged. Each report shall be reviewed by the Security Guard through the duty Security Supervisor at the end of each shift and it shall be subjected by spontaneous check by Security Manager /HSE Manager/ Project Manager. Whenever there is any security related incident, the security subcontractor is responsible to report the incidence to The HSE Manager immediately and assist him to conduct necessary investigation and furnish incident reports. When necessary, this will be carried out in collaboration with police, if so required. The Security officer shall prepare the security materials/information for the monthly/ weekly safety committee meeting.


Progress Meeting (Weekly)

HSE manager shall hold Weekly Meeting with Site Manager, Project Manager, Construction Manager and Security Manager to discuss security matters during HSE weekly meeting. A minute of meeting shall be maintained and distributed to related part in accordance with document control procedure.

SAFE CUSTODY OF EXPLOSIVE, HANDLING & TRANSPORTATION

Explosives will be stored in a specially constructed explosives magazine as per the Explosives Act, where well trained security remains alert and beefed up. No trespassing or stray movement shall be allowed. Explosive will be handled according to the parameters' laid down by the government on the subject (The Explosives Act), there will be no deviation for its storage, handling/use and transportation. Proper security protection will be provided. Besides, security aspects all protocols of safety shall also be strictly followed. Daily "ALL OK" report will be communicated to all concerned. HSE Manager and security managers and or their supervisors will regularly visit the magazine, but on not on fixed timings. Security observations must be satisfied before the explosive is stored in the magazine.


The security guard house has been established at the entrance of Magazine house. Currently, two security guards are assigned to work in three shifts. After importing the explosives, the number of security guards will be increased to three security guards. With regard to the transportation of explosives, an explosives transportation flow chart has been developed dated 14 September 2021 as below.



Tina Hydropower Limited

TRANSPORTATION FLOW CHART

(EXPLOSIVE & DETONATOR)



HYUNDAI
ENGINEERING CO., LTD.

IA Hydropower Development

Process Step	No.	Process	Required Document/Action	Action By	Remark
Before arrival at Honiara (Before ETA)	1		Notice to; (with shipping document, dealer's license, etc) - RSIPF by Letter 1 week before arrival - Honiara Council by letter 1 week before - Guadalcanal Council by Letter 1 week before	HEC	
At Port during Customs Clearance after Arrival	2	<div> <div>Loading to Port</div> <div></div> </div>	Submit to; (with necessary documents) - Customs clearance No required to attend a person who has blasting license --> To be confirmed by RSIPF	SI Port (Customs clearance)	Confirmed by SI Port Authority
	3	<div> <div>Import Clearance</div> <div></div> </div>	Must be done customs clearance within 8 hours as max. Import permit issue by RSIPF --> To be confirmed by RSIPF	HEC/ Forwarding company	Confirmed by SI Port Authority
Transportation after release from SI Port (After Customs duty)	4	<div> <div>Start transportation from Port</div> <div></div> </div>	Notice to; - RSIPF by email with exact starting schedule - Request RSIPF to convoy explosive container from Port to magazine site And request to necessary action for supervision of container during transporting	HEC(Forwarder)/ RSIPF	RSIPF requested some of allowance for supervision (convoy) during transporting. Will discuss detail of expense and update it
	5	<div> <div>Transporting to Magazine</div> <div></div> </div>		HEC(Forwarder)/ RSIPF	
A situation to store the container stop-over at Camp site	6-1	<div> <div>Uploading the container at HEC's Camp site</div> <div>Or</div> </div>	Currently access way to magazine from camp site is too rough, curve and ups and downs. So, it is a general requirement to stop-over at HEC's camp and it is required to immediately unloading the explosives from container and shift to proper other vehicle to move magazine	HEC	
Optional 1) Occuring any emergency situation to store the container temporary	6-2	<div> <div>Unloading the container at RSIPF yard (Hell's point)</div> <div></div> </div>	Only in the following situations; - In case of raining, late delivery time (out of 6 AM ~ 6 PM) or any other situation of force majeure	HEC/ RSIPF	

ERT (RAPID RESPONSE TEAM)

One mobile RRT during the access road construction phase will be deployed with complete tools. Rehearsals will be conducted regularly under the supervision of the Security Manager. The security personnel are trained to contain and manage security emergency and crisis such as riots, protests and violence. Under such circumstances, the security personnel are authorized to utilize their knowledge and

skills to neutralize and manage the situation, however, under the orders of the Security Manager. Based on magnitude of the threats, all on-duty and off-duty security personnel shall be mobilized at the scene, if required, to contain and neutralize the situation. Police may also be called in, if required for assistance.

USE OF FORCE POLICY

Basically, HEC will not sanction any use of force except when used for preventive and defensive purposes in proportion to the nature and extent of the threat. HEC is committed to driving a responsible safe and secure security culture by developing and applying an effective security management standards and practices appropriate to the security risks associated with construction activities. HEC delivers its Use of Force Policy practices through a structured implementation of the security management plan.

This is enhanced by specific standards under Planned document (SMP), procedures, and code of conduct. This policy aims to provide and maintain a secure working environment by eliminating security hazards, reducing irrelevant use of force risks, and raising awareness among security and law enforcement employees, contractors, visitors and others who may be affected by business-related activities.

Use of force Policy confirms that the use of force by private security/is only sanctioned when it is for preventive and defensive purposes in proportion to the nature and extent of the security threat, and reiterates the need for proper training. Force shall be used only as a matter of last resort and in a manner that respects human rights. No security forces will be armed in the project area or any facilities of the company. Restraint and caution will be exercised consistent with international guidelines on the use of force; in particular, the Basic Principles on Use of Force include the following key elements:

- When force must be used to protect human life, it should be proportionate to the threat and should seek to minimize injury.
- Medical assistance should be provided as soon as safely possible.
- During employment checks it should be ensured by HEC HR Manager to include police records and criminal litigation checks, as well as checks with former employers.

Whenever the lawful use of force is unavoidable, Security Personnel shall:

- Exercise restraint in such use and act in proportion to the seriousness of the offence and the legitimate objective to be achieved;
- Minimize damage and injury, and respect and preserve human life;
- Ensure that assistance and medical aid are rendered to any injured or affected persons at the earliest possible moment; and
- Ensure that relatives or close friends of the injured or affected person are notified at the earliest possible moment.

Where injury or death is caused by the use of force by Security Personnel, they shall report the incident promptly to Project Manager.

HEC will ensure that exceptional circumstances such as internal political instability or any other public emergency may not be invoked to justify any departure from these basic principles. HEC will report to the Lenders on any incident of use of force or noncompliance and human rights-related commitments, efforts and statements, consistent with this Policy, as part of our reporting framework under ESMPs.

PATROLLING

Patrolling shall be carried on the project area 1. from Black Post Junction to the Camp Site, 2. from Camp site to the End on Lot 1 and 3. Inside the core boundary. The patrol checks shall be done with the help of a vehicle and two security personnel along the access roads. These checks will ensure that there are no road blocks along the access roads, construction equipment along the access road are safely kept and any vandalism on the company property. The patrol by security Subcontractor shall be at the night due to a prediction that most of the antisocial incidents occur during the nights and the company properties are more prone to vandalism during the night.

The patrolling for the camp site premises shall be done by foot. The patrol team shall check for the perimeter limits with any signs of intrusion, gates locked, security lighting, buildings and other equipment and warehouse. The frequency of the foot patrol shall be every 2 hours during the night and a bit longer during the daytime.

Patrolling along the perimeter of the core boundary is very difficult due to the geography of the region and issues of accessibility. A monthly patrol can be conducted by foot to the regions suspected to be the point of intrusion. The foot patrol shall consist of at least two security guards and supported by HSE team of HEC. In addition, this activity shall be supplemented by HEC using the drone monitoring for the project core boundary and access to upper catchment. The purpose of this patrol or monitoring is to detect any kind of trespassing, illegal settlement and Illegal logging at the project core boundary and upper catchment.

Any violations with regard to trespassing, illegal logging, illegal settling, vandalism observed by any project workers can be reported to the Project Manager to act upon it on an urgent basis.

EMERGENCY RESPONSE

- Security Manager will try to contain situations by negotiating with agitators to resolve issues. Security emergency situations on projects are violent community disturbances, civil unrest, hostage taking situation, and violent labor disputes and others etc.
- Security personnel on duty or any person who observes emergency situation will call/inform Security Manager immediately. The Security Manager will inform Project Manager.
- Project Manager will assess the situation and take further action.
- If situation is beyond their control, it will be reported to Project Manager who will through Company Headquarters take proper action for inviting external security agencies to reinforce security for the protection of life and property or otherwise.

- If situation escalates to the extent that lives and properties are at great risk despite the security agencies at the workplace, then Project Manager order employees to move to “Safer place” till situation clears.
- Periodic drills will be conducted to create atmosphere of good response in emergency situations.
- In case the situation persists and chances of more escalation is possible/sure, then Project Manager may request emergency evacuation to safe area with the support of the SIG Authorities.

ANNEX P-7 CAMP SECURITY PROCEDURE

Camp Security Procedure

Rev. No.	2	Prepared by	TANZEEL
Rev. Date	03.03.21	Reviewed by	IJSHIN
Prepared Dept.	HSE	Approved by	DYKIM

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1. PURPOSE and SCOPE

- 1.1 The purpose of this Camp Security Procedure is to outline the security measures for Workers Accommodation Camp.
- 1.2 The Contractor (hereinafter called "HEC") shall manage security in full compliance with the laws of the country (Solomon Islands) and Tina River HYDROPOWER DEVELOPMENT PROJECT (hereinafter called "Project") Security Management Plan (P7). The security set up would adapt to modern technological advancements and established best practices and would use them to enhance the capacity and capability of the security personnel.
- 1.3 This security plan is to limit and control access to the Camp of authorized personnel and vehicles and to provide secure conditions for materials and equipment to prevent theft or damage. Further, all the occupants shall strictly follow a zero tolerance policy for drug and alcohol use in Camp site.
- 1.4 HEC will provide the personnel, vehicles and equipment for security and guarding duties and in coordination with the Employer (hereinafter called "THL") security guidelines.
- 1.5 The Camp site shall be totally enclosed with a perimeter security fence and controlled access gates for personnel, vehicles/equipment and materials under HEC control.
- 1.6 HEC shall conform to the requirements of the RSIFP and THL's overall security guidelines. HEC would continue to work with Solomon Islands government authorities including Royal Solomon Islands Police Force (hereinafter called "RSIPF") to ensure that knowledge of security risks is shared with stakeholders, employees, and, with the project affected communities.

2. SECURITY ORGANIZATION

- 2.1 Security Supervisor
HEC will appoint a qualified full-time professional Security Supervisor.
- 2.2 Female security guards must be employed as part of the security team to ensure that female workers, visitors and occupants can be searched if necessary, and females can have access to a female guard to make complaints/allegations of harassment on site

2.3 Project Security Organization

- The security organization of the Project is shown in Appendix I.
- The security organization's responsibility is detailed in Subsection 2.4

2.4 Responsibility

Security in the camp is everybody's responsibility. However, certain individuals will be required to accept additional responsibilities based on job assignment. These include the following:

2.4.1. HEC Project Manager

- Ensure that adequate resources are provided to successfully implement this procedure.
- Coordinate with THL and Internally with HEC.
- Have the overall accountability for security at camp site.
- Carrying out regular reviews with all members of the Project Management Team on the effectiveness of the security arrangements.
- Issue, where necessary, in accordance with the policy on high-risk activities written instructions setting out the method of healthy and safe work.
- Inform management of HEC, including THL's Representative immediately and not later than one hour of any accidents, incidents, and mishaps with the potential of injury and illness consequences.
- Cease all activities in the area of an identified security problem until it is resolved.
- Immediately remove from the Site any personnel who are not willing to comply with the security requirements.

2.4.2 HEC HSE Manager

- Ensure that all personnel including subcontractors and vendors are adequately trained and informed on the requirements of this procedure.
- Ensure that the security subcontractor staff and HEC employees work together regarding all security aspects as stipulated in this procedure.
- Ensure that this procedure and Project Management Plans are being applied by all personnel regardless of whether they are a project personnel or visitor.
- Ensure that this procedure under his/her responsibility are maintained and are fit for their purpose.
- Provide support to operations (including subcontractors) towards the implementation and maintenance of this procedure.

- Oversees the activities of staff responsible for training, safety, security, emergency and environment.
- Maintain safety and protection against accidents. Act as the site's accident prevention officer.
- Has authority to issue instructions and take protective measures to prevent accidents.
- Reviewing the HSE performance reports and monitoring reports from the Security Subcontractor with regards to compliance to contract commitments, the national regulations and applicable standards, including those relating to security.
- Reviewing the Security Subcontractor monthly security report and distribute it to the Project Manager.
- Arranging training for Security Personnel to assist in Fire Prevention, First Aid, Rescue and Emergency Response Procedures (SPERP; P14).

2.4.3 Security Supervisor

- Report directly to HEC HSE Manager on site.
- Deploying the guards effectively to maintain and evaluate the effectiveness of the security operations and the performance of security guards.
- Submission of the monthly Security Report, meeting minutes and training records to the HSE Manager.
- Being responsible for the day-to-day supervision of all security guards, to ensure that this procedure and derivative procedures, work practices, etc. are implemented effectively and satisfactorily at all levels with respect to the entire project site and the Workers Accommodation Camp.
- Conducts spontaneous checks of security patrols, surveillance and reports on site.
- Investigating any security irregularities, or breaches, or incident and provide a written report without delay to Site HSE Manager within 24 hours and advise any necessary measures to be taken to prevent the recurrence of such events.
- Ensuring that all security guards are competent, and provide additional training as necessary.
- Being responsible for maintaining keys and locks to all buildings, ingress and egresses.
- Liaises with local Police (Royal Solomon Islands Police Force) when required.
- Responsible for reporting on security matters during weekly Project meetings with HEC and THL management.

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2.4.4. Security Guard

- Reporting directly to the Security Supervisor.
- Maintaining a firm, calm and courteous manner in enforcing the security rules.
- Obey the code of conduct outlined in Section 5.1, which includes complying with the Project Workers' Code of Conduct (WCC; P9).
- Commanding with respect, thereby contributing to the public image of both the guards and also the organization; and
- Presenting themselves in clean and neat appearance and being competent to perform the duties.

3. SECURITY MEETING

3.1 The Security Supervisor shall prepare the security materials/information for progress meeting.

3.2 Progress Meeting (Weekly)

HSE manager shall hold weekly Meeting with Site Manager, Project Manager, Construction Manager and Security Supervisor to discuss security matters during HSE weekly meeting. A minute of meeting shall be maintained and distributed to related part in accordance with document control procedure.

4. SECURITY SURVEILLANCE & REPORTING

4.1 Daily security related activities shall be logged. Each report shall be reviewed by the Security Guard through the duty Security Supervisor at the end of each shift and it shall be subjected by daily check by Security Supervisor /HSE Manager/ Project Manager. The Security Supervisor needs to report within 24 hours to the HEC HSE Manager, and also liaise with HEC Camp Manager in case of any incidents/security irregularities.

4.2 Whenever there is any security related incident, the security subcontractor is responsible to report the incidence to HEC HSE Manager immediately and assist him to conduct necessary investigation and furnish incident reports. When necessary, this will be carried out in collaboration with police, if so required.

5. SECURITY PATROLLING

- 5.1 The camp patrol team shall check for the perimeter limits with any signs of intrusion, gates locked, security lighting, CCTV, buildings and other equipment and warehouse. The frequency of the foot patrol shall be every 2 hours during the night and the daytime. Additionally, the patrol routes will be continuously changed by the instruction of Security Supervisor, to avoid them becoming known/routine.

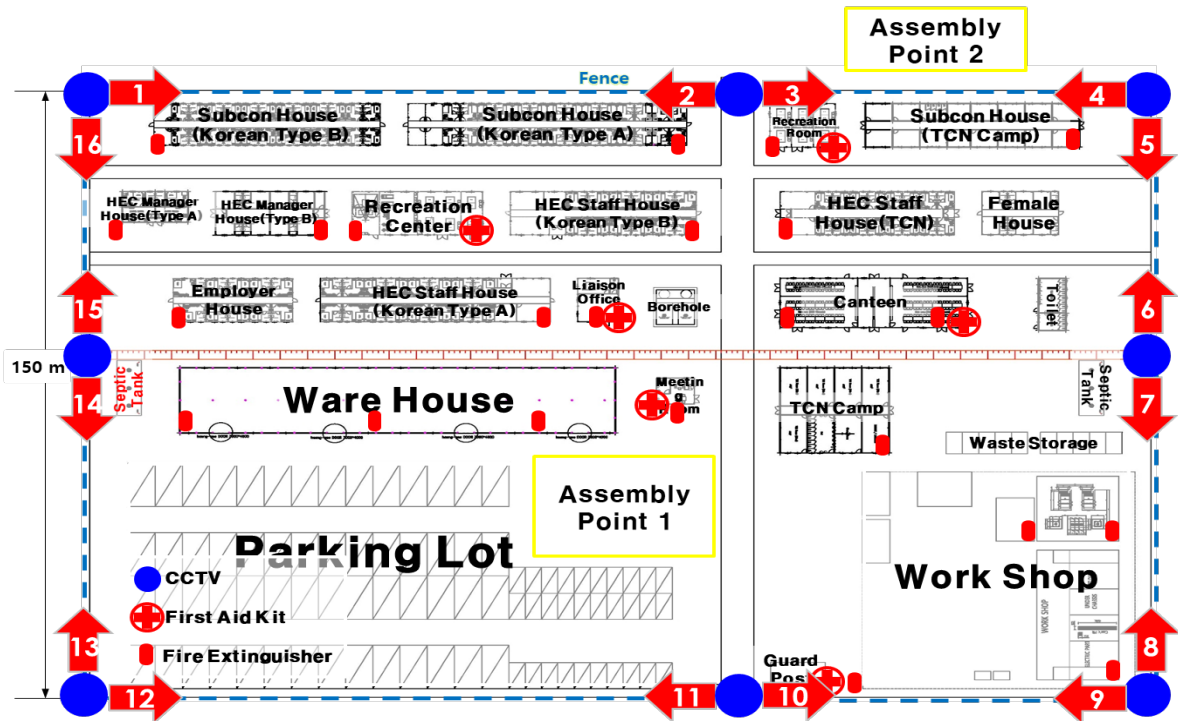


Figure. CCTV Plan

- 5.2 16 numbers of CCTV camera shall be installed to cover the whole camp site. The system has the capability of continuously recording and night vision.
- 5.3 The frequency of the foot patrol shall be every 2 hours during the night and the daytime. Additionally, the patrol routes will be continuously changed by the instruction of Security Supervisor, to avoid them becoming known/routine.

6. EMPLOYEE ENTRANCE CONTROL

- 6.1 Campsite shall have gates for the ingress and egress for all Project personnel and materials/equipment.
- 6.2 The ingress and egress of all personnel to the Camp site shall be controlled at main gate.
- 6.3 Visitors and vendors, suppliers shall be required to be signed in by a responsible representative and get a visitor's ID card at security guard house located at the camp main gate.
- 6.4 Employee searches will be undertaken when provable cause exists or when the security level changes. Detailed procedure for search has been mentioned in security code of conduct.
- 6.5 Each employee must have a HEC issued identification badge indicating name, employee number and Company name. Also, employees must be identified as working on the TRHDP.
 - HEC shall issue badges to all authorized personnel.
 - Badge shall conform to sample shown in Appendix II.
 - Badge shall be issued to employees after safety induction.
- 6.6 Temporary visitor badge will be accordance with the sample shown in Appendix IV

7. VISITORS PROCEDURE

- 7.1 Visitors Pass are allowed only when there is a prior appointment requested by the visitor citing the reasons and details of his/her visit through the project Worker or directly at the security Post. The information shall be processed and approved by the Project Manager. The approval shall be communicated with the Security Supervisor to take required actions and further communicate with the Security Guards to facilitate the visit.
- 7.2 The Visitor appointment shall be requested at least one day prior to the visit. Communication shall be made by Security Manager to the Visitor upon approval of his/her visit with all details of the timing and duration and the areas allowed during the visit. If required, the security personnel shall accompany

the visitor during his/her visit.

- 7.3 The visitor during his visit shall go through the access system where searches shall be conducted by the Security Personnel of the same gender at the guard post.
- 7.4 The visitors including suppliers are required to register their presence in the visitor book, placed with the Guard Post, prior to entering the site, the visitors and vendors are required to leave their original national identification card (no photo copy will be accepted) at the security reception and subsequently replaced with relevant pass meant (Temporary badge) for Visitors. The temporary badge (white color) given to the visitors will be registered on the log book and It can track the temporary badge number corresponding to the visitors.
- 7.5 The following details will be recorded and archived at the Accommodation Camp by the Security Guard:
- Name of Visitor
 - Host Name
 - Company/Contract Point
 - Purpose of visit
 - Time In and Out
 - Temporary badge number
- 7.6 The visitors given the temporary badge shall attend the induction training held by HEC HSE Team.
- 7.7 On leaving the Accommodation Camp the visitor's temporary badge will be submitted to the security guard in order to retrieve their identification
- 7.8 The following additional mitigation measures will be implemented for security at the Workers Accommodation Camp:
- All visitors will be required to leave the workers accommodation by 22:00 hrs.
 - Visitors will be met at the main gate by host
 - The host will be responsible for the visitors who will be escorted at all Times.
 - Only one visitor will be permitted for each individual resident (except Where special permission has been sought and approved by the security Supervisor).
 - The visitor will not be permitted to use any of the recreational facilities Within the camp, unless part of an agreed sporting event organized for

the benefit of the residents.

8. VEHICULAR CONTROL

- 8.1 A list of vehicles / equipment will be provided to the camp security guards prior to the vehicle / equipment being mobilized to camp by the appropriate form.
- 8.2 Vehicular traffic through personnel entrances shall be tightly restricted. Deliveries of materials/equipment shall be directed to the storage / warehouse areas or designated area at camp. They are escorted by designated personnel at the first visit.
- 8.3 Vehicles entering the main gate shall have permits either temporary (issued by the security main gate guards) or the ones issued by HEC to be displayed in the windshields.
- 8.4 All motor vehicles entering or leaving the Camp shall be subjected to random search by the security guard on duty.
- 8.5 Vehicular traffic entering and leaving the Camp shall be restricted to authorized vehicles and authorized visitor's vehicles.
- 8.6 Posted speed limit shall be strictly followed and clearly emphasized to the drivers.
- 8.7 Authorized "permanent Vehicles"
Vehicle pass shall be displayed on the vehicles at the driver side lower front windshield.
HEC shall maintain a log of each vehicle pass issued.
As the vehicles leave the site and are not expected to return within the present year, HEC shall remove the vehicle pass and notify the cancellation of the pass in the HEC's pass log.
Permanent Gate Pass for Vehicle's sample is shown in Appendix III.
- 8.8 Authorized "Temporary Vehicles"
Certain vehicle shall be authorized by Security Supervisor to have temporary access to the camp and such passes are for vehicles engaged in the delivery of the materials, equipment, suppliers and authorized visitors. All temporary vehicle pass shall be displayed on the dash board of the vehicles. Temporary vehicle passes as per sample shown in Appendix III. .

9. IDENTIFICATION OF VEHICLES

9.1 PROJECT SPECIFIC (LIGHT VEHICLES)

Upon initial inspection of any vehicle for the Project, a Certificate of Currency will be completed by the HEC HSE Manager and a Vehicle Identification access sticker will be affixed to the vehicle on the lower front windscreen driver's side.

The Certificate of Currency shall remain inside the vehicle at all times and shall be presented for review upon request by any HEC's personnel.

The sticker will identify that the vehicle has attained access approval to the camp.

10. IDENTIFICATION CONTROL

- 10.1 The security personnel shall also ensure that traffic approaching the main entrance gates is handled in such a manner to ensure its smooth flow and free from accidents. When necessary, the security personnel will escort visitors and expatriates to intended destinations after security clearance and induction requirements.
- 10.2 The Security Supervisor shall verify all the temporary badges(Visitors/Vehicles) are returned back to the security at the end of the day to avoid misuse.
- 10.3 The Security Supervisor shall verify all the entries and exits are rightly recorded into the register.
- 10.4 On the termination of employment, the employee shall surrender his/her employee ID Card to the Camp Manager. The Camp Manager shall provide employee with a clearance to exit that shall be deposited at the Security Guard Post during final departure.
- 10.5 The visitors and suppliers/vendors are only allowed on limited access i.e. based on specific identification cards issued to them by the security and after getting confirmation from relevant department.
- 10.6 The pass and identification system shall be used in identifying and controlling all persons entering the camp.
- 10.7 HEC shall control all badges of Subcontractors and visitors going into and out of camp. ID card must be returned before leaving project according to contract agreement.

- 10.8 Badges shall be displayed conspicuously on the outer clothing visible at all times.
- 10.9 Loss of ID card shall be immediately reported to all security guards to prevent access with lost ID cards. ID will be reissued to project employee as soon as reported.

11. EMPLOYEE CARD

- 11.1 All the project workers shall have a unique Identification card for security and Emergency reasons. These Identification cards shall be provided upon completion of HSE induction of the worker and shall be valid for one year. Upon expiry it shall be renewed by the HSE Team. A strict monitoring of Identity cards shall be done by HSE team together with the Security Subcontractor.
- 11.2 The ID card shall contain the Name, Organization name, designation, unique identification number and Blood Group.
- 11.3 All employees are required to display their identification cards whenever they are on the camp. The ID card should be so displayed that it is visible at all times when in the Camp site. Security is authorized to check anyone without the ID and may even disallow such employee entry inside the Camp site. Such employees may however, be allowed after the express permission from the Project Manager through the Security Supervisor.
- 11.4 On employment of a new employee, after necessary paper work for authorization, the concerned department head shall request HSE Team to issue ID card for the employee.

12. MATERIAL CONTROL

- 12.1 In order to prevent the restricted items from being brought into the worker's accommodation camp, all bags, packages, supplies, materials and equipment brought in or out of the Camp shall be subject to inspection by the security guards. The security personnel reserve the right to enter any accommodation site and conduct a planned search with the relevant HEC management in attendance and after approvals by HEC's Project Manager.
The restricted items include, but are not limited to the following:
- Alcohol;
 - Drug;
 - Illegal substances;
 - Weapons;
 - Explosives; and
 - Stolen tools and equipment.
- 12.2 HEC shall provide necessary fencing, locked building and security personnel to protect such items from theft.
- 12.3 All tools, equipment and materials, other than trash, that HEC or its subcontractors remove from the Camp, must have a material pass confirmed by Security Supervisor.
- 12.4 One Keypress set shall be prepared which is to be placed in Liaison office for control emergency situations and managing lost key situations upon request by Security or upon key lost situation faced by employee. Additionally, all the occupants will receive second key set from the Camp Management.
- 12.5 In case lost keys found, Return the keys to the Guard Post and get signature from the security personnel who is taking over the keys.
- 12.6 Only HEC Project Manager and other designated authorized to check out grand master and department master keys or should handle them.
- 12.7 Employee losing key has to Prepare HEC Camp Key Request Form, where all fields are required.
- 12.8 A Key Request Form that is properly filled out, and has obtained the correct signatures, may be emailed, faxed or brought to the camp.
- 12.9 Admin Manager and Security Supervisor to receive and review key request from departments requiring secondary approval. Approve or disapprove request. If not approved, return with reason for denial to the department where it originated. If approved, sign key request and forward to Camp Manager.

- 12.10 When a key request is received, HEC Project Manager may advise any related/concerned parties about any special security concerns related to the key request.
- 12.11 The key requester will be required to pick up keys at Liaison Office.
- 12.12 Employees must sign for all keys received.
- 12.13 All lost/stolen keys must be reported to the Security Department within 24 hours and a copy of the report forwarded to Project Camp Management. If lost keys are returned to Camp Management, Security Supervisor must be notified to clear their reports.
- 12.14 All keys are to be returned to the Camp Management under the following conditions: (1) termination; (2) transferring from one department to another; (3) by request of the key control office; (4) by request of department head/dean; (5) contract ends; (6) resignation

13. COMMUNICATION

- 13.1 On camp communication shall generally be handled by use of two-way radios and cellular phones shall be allowed inside Camp. 15 set of radio shall be required for camp security personnel usage during patrolling and surveillance. It can fully cover the number of Security Personnel (3 guards for each shift).
- 13.2 For emergency communication with Guard Post and HEC's Camp Management at the nighttime, Mobile phone of Camp Manager shall be used.
- 13.3 Training for Communication system and protocol should be conducted by security supervisor before deploying of camp for all security guards.
- 13.4 Actions or instructions regarding violation of camp rules shall be executed by security supervisor.
- 13.5 The radios will be equipped with Alarm button. The emergency message can be triggered by the security personnel pressing the red "panic button" on their radio, or by the user not confirming that they are OK within a set time period, or by the radio being knocked onto its side.

- 13.6 During security emergency situation, camp residents may approach the security guards on surveillance if possible for reporting an incident or call at the Security Supervisor contact number for communicating the incident. Other security personnel may be approached via radio communication for course of action.

14. PARKING AREA RULES

- 14.1 The open space adjoining the Warehouse and the boundary shall be efficiently utilized for parking of both heavy and light motor vehicles. The parking space is present on the left-hand side of the main entrance to the Workers camp. The parking lot has properly designated space with the following details:

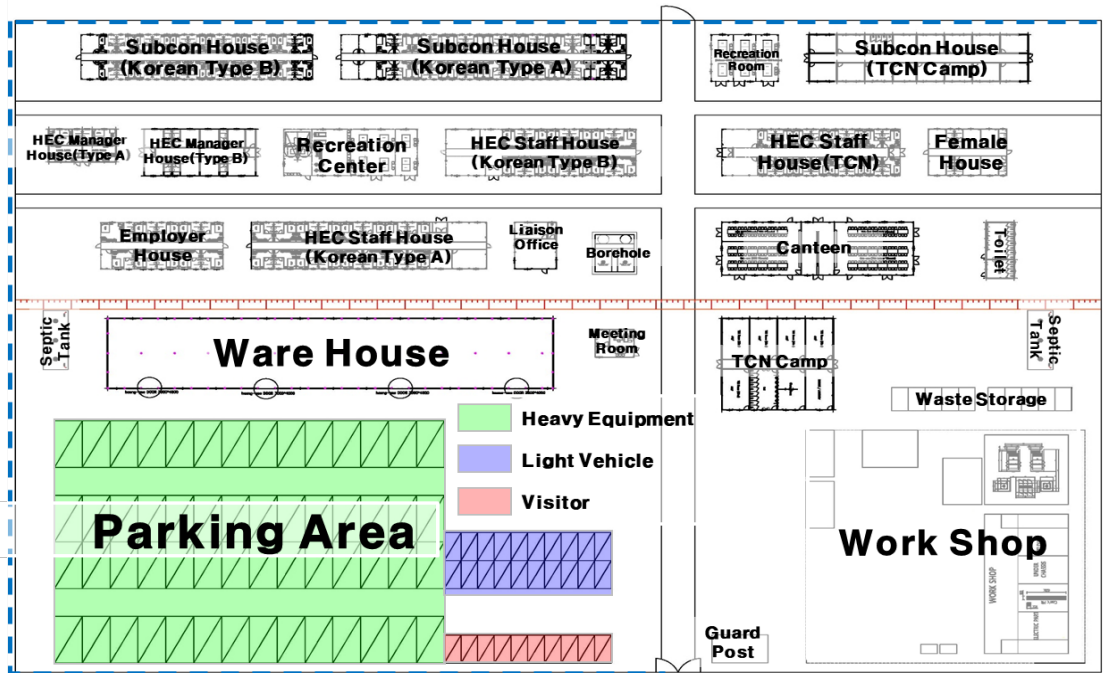


Figure. Parking Area

Designated for	Organization	Parking Lot Size and details	Number
Heavy Vehicles	HEC and its subcontractors	4 rows of 14 slots each (10m X 5m)	56
Light Vehicles	THL, HEC and Subcontractors	1 row of 10 lots each (6m X 3m)	20

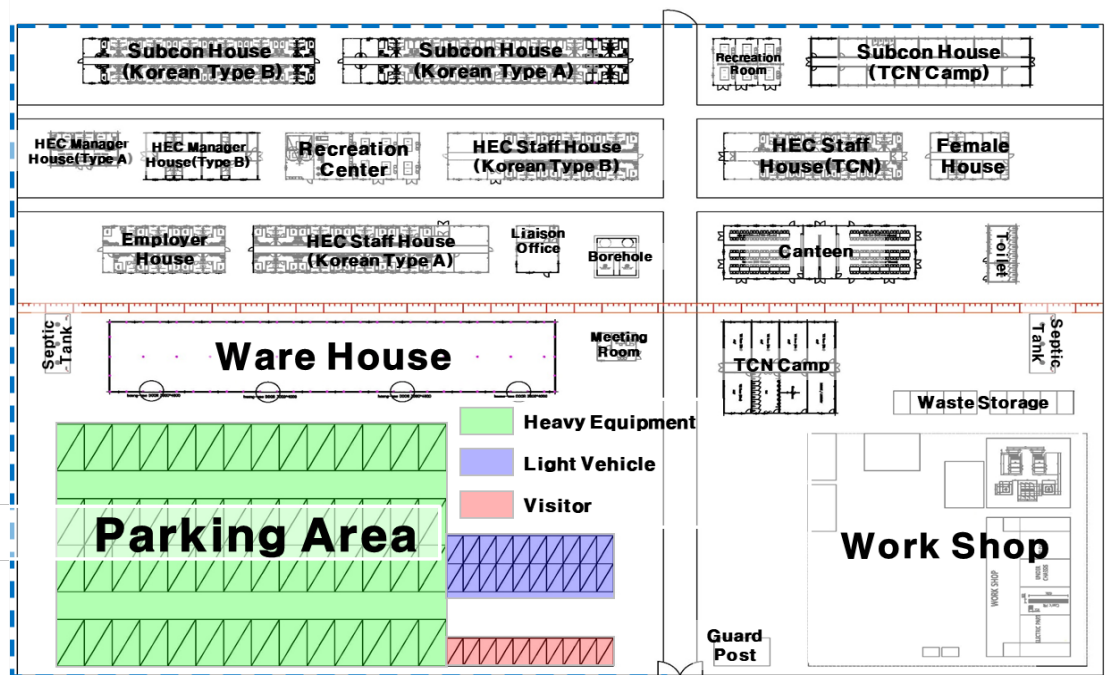
Light Vehicles	Visitors	1 row of 10 lots each (6m X 3m)	10
Total			86

- 14.2 Heavy vehicles are parked at the discretion of the Workshop Maintenance Manager. The arrangement and Positions are fixed depending on the size and mobility for e.g the vehicles less used shall be parked at the far end to avoid hindrance to regularly moving fleets.
- 14.3 Organizational light vehicles shall be parked at the designated parking lots. Each subcontractor shall be allotted their own parking space and they are required to park at their designated space only. The spaces for parking in this category shall be allotted by the HSE Manager in consultation with the Security Manager.
- 14.4 Visitors shall be allowed to place their vehicles only in the visitor parking lots. They shall be escorted by security guards guarding the Security Guard posts at the main entrance of the Workers camp. The details of the vehicle shall be provided to the Security while making an appointment for the visit. The visitor shall have to enter the details like number plate details, no of passengers in the Security Access Register while entering the workers camp and shall be subjected for check at the entry and exit. No visitors shall be allowed between 10pm to 5am
- 14.5 The security guards shall inspect the vehicle during entry and exit, direct the visitor to their designated parking space allotted by Security Supervisor at the Guard Post. While parking, the security guard shall ensure the visitors vehicle does not obstruct the access road, cause a problem for other vehicles like opening of doors, etc.
- 14.6 The security guard shall also make sure; the driver does not hit any other vehicle during reverse parking.
- 14.7 No vehicles shall be allowed to park in the feeder road connecting Lot 1 Access and Entrance of the workers' camp as this stretch of road is narrow and shall cause obstruction. The security guards stationed at the guard post of workers' camp shall keep an eye on it. They shall disallow and request any vehicle trying to park outside.
- 14.8 Since there are no formal traffic police in Solomon Islands with regard to the project area including Workers camp, the vehicle shall not be towed. In the event of road blockade due to improper parking, the security manager shall

deal by requesting the driver to remove the vehicle. The Police may be called in to intervene and forcibly ask the driver remove the car.

15. DRIVER REQUIREMENT & RESPONSIBILITIES

- 15.1 Transportation management and operation should be based on complete adherence with SI traffic legislation and Project Traffic Management Plan.
- 15.2 HEC and its subcontractors must employ only qualified personnel as drivers of motor vehicles. Only a licensed driver can operate motorized vehicle.
- 15.3 All drivers must obey the speed limit 10km/h within camp. The maximum speed limit shall be strictly followed.
- 15.4 All vehicles shall be parked at the designated parking area.



- 15.5 It is the responsibility of the driver to ensure that one's vehicle is safe to operate.
- 15.6 The driver is responsible for transporting materials properly and ensuring that a load does not exceed the manufacturer's design load capacity. All loads must be properly secured and tied down.

- 15.7 All drivers shall be familiar with local traffic regulation, and they must not exceed the posted speed limit.
- 15.8 Vehicles without sticker issued by HEC for the purpose of traffic control and security, and placed it on the front window will not be allowed to enter the camp.
- 15.9 No parking at any time around the junction/entrances etc in order to ensure sightlines for vehicles, and safety and access for pedestrians crossing the parking lot of the camp.

16. ENFORCEMENT OF SAFE DRIVING PRACTICES

- 16.1 HEC issues “Unsafe Driving Practice Warning” notices. Drivers who commit traffic offence and violation of job site speed limit are given warning notices.
- 16.2 Speed limit inside camp is 10KMH; Speed limit signage should be placed on security barrier installed and required areas. Visual speed checks shall be conducted by Security Guard and HEC HSE teams inside the camps and upon frequent violations, electronic speed guns shall be used for occasional monitoring.
- 16.3 Speed check using speed guns will be conducted at the junction of the Camp site and Black-post Road during the peak time especially during rush hour.
- 16.4 Repeat offenders may receive disciplinary action or require to removal from Site.
- 16.5 All drivers required abiding by all SI traffic regulations, and the warning signs, notices posted in and around Camp Site.
- 16.6 All equipment operators must be licensed for each piece of equipment they operate.

17. DISCIPLINE IN THE WORKERS’ CAMP

The Security Subcontractor shall record all incidents and investigate any individual who may be subject to a disciplinary hearing in compliance with the

Workers Code of Conduct. The Security Subcontractor reserves the right to request disciplinary procedures and will take action against any individuals who violate any policies or procedures. Any investigations will be led by the Security Manager.

The issues which shall warrant immediate removal from the worker's accommodation include the following:

- False/misrepresentation at the entrance to the Workers Accommodation Camp;
- Breach of approved conditions given for leave from the camp at night
- Gambling;
- Fraud;
- Fighting and Disorderly Behavior;
- Assault;
- Possession of a firearm or other weapon;
- Possession of stolen tools;
- Vandalism;
- Harassment or extortion towards co-workers;
- Unauthorized possession of alcohol, and/or repeated consumption of alcohol within the camp site;
- Possession of illegal substances; and
- Any act that could jeopardize the safety and security of the Project or other workers.

17.1 All the camp occupants cannot receive visitors between 10pm to 5am.

17.2 Signs and information will convey clear messages about banned substances for workers living in Workers Accommodation.

17.3 A clear process for dealing with any workers who use banned substances will be communicated to staff.

17.4 Workers will be required to comply with the Workers' Code of Conduct (WCC; P9) at all times when contracted to work on the Project. The Project has a zero tolerance policy for drug and alcohol use, across the entire Project area and workers' camp.

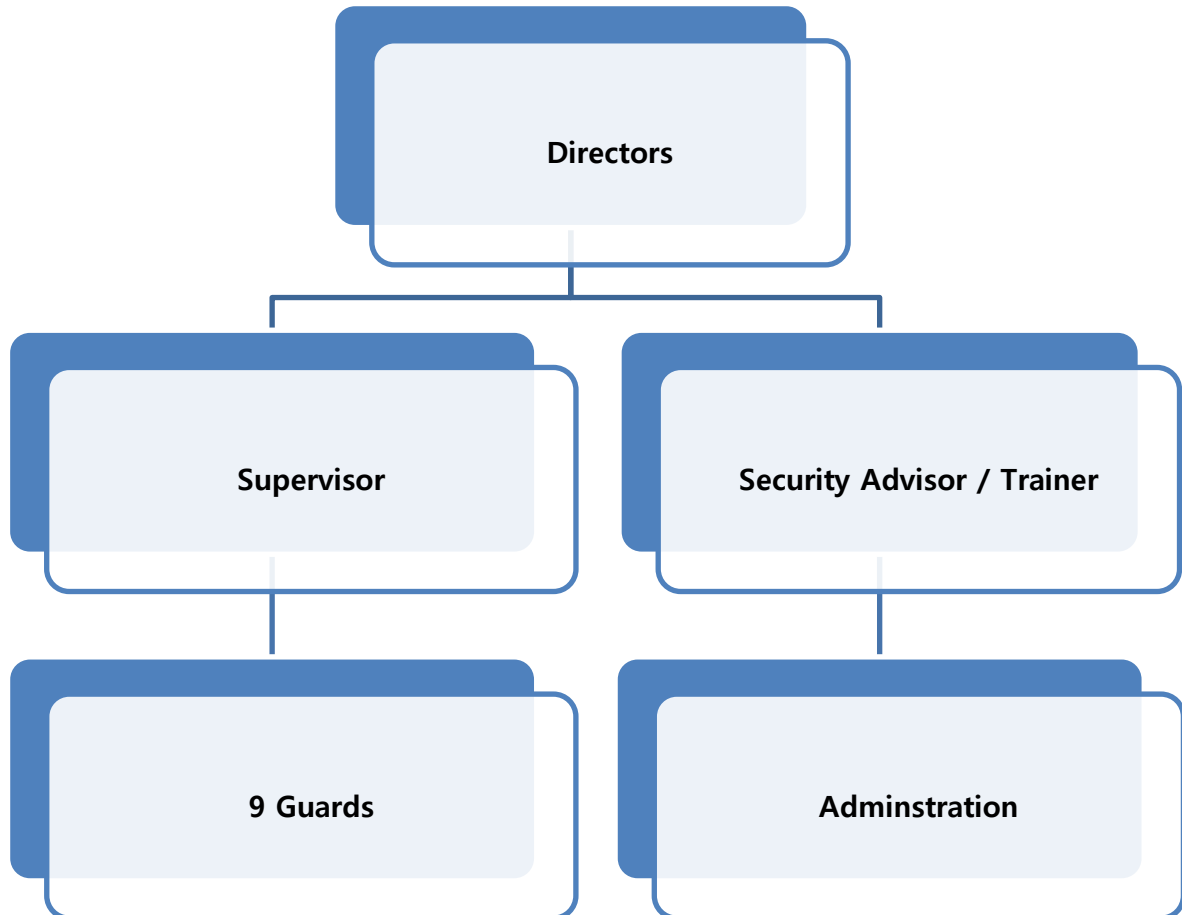
17.5 HEC will undertake frequent, regular random alcohol breath tests and drug testing of its employees at the Worker's Camp.



Camp Security Procedure

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Appendix I : Security Subcontractor Organizational Structure



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Appendix II: Sample of Identification Badge

Gate Pass: Badge

FRONT SIDE	BACK SIDE
<div data-bbox="354 625 638 657" style="text-align: center;">No. SITI- FR- 0004</div> <div data-bbox="245 678 667 758" style="text-align: center;">  HYUNDAI ENGINEERING CO., LTD. </div> <div data-bbox="370 825 625 1142" style="text-align: center;">  </div> <div data-bbox="667 825 724 1125" style="writing-mode: vertical-rl; transform: rotate(180deg);"> HYUNDAI ENGINEERING </div> <div data-bbox="211 1199 773 1287" style="text-align: center;"> SAHIBZADA TANZEEL AHMED E&S MANAGER </div> <div data-bbox="253 1312 505 1344">Company : HEC</div> <div data-bbox="253 1358 618 1390">Issued Date : 01st Jan 2021</div> <div data-bbox="253 1402 626 1436">Expired Date: 31st Dec 2021</div> <div data-bbox="220 1463 769 1545" style="text-align: center;"> HYUNDAI ENGINEERING SITI PROJECT </div>	<div data-bbox="998 590 1230 621" style="text-align: center;">TRHD PROJECT</div> <div data-bbox="1015 648 1224 678" style="text-align: center;">Emergency No's:</div> <div data-bbox="891 682 1354 711" style="text-align: center;">Police – 999- Fire- 988 -Ambulance-911</div> <div data-bbox="953 751 1274 814" style="text-align: center;"> HEC DISCIPLINARY ACTION (3-OUT RULE) </div> <div data-bbox="833 842 1336 919"> 1- OUT: Alcohol and Drug Abuse, Physical Conflict/ Fighting, Not using Safety Harness, Operating Equipment without Valid License. </div> <div data-bbox="833 938 1391 1081"> 2-OUT: Smoking in Prohibited Area, Failure to Report an Accident, Using Mobile while Driving, Speed limit Violation, Working in Confined Space without PTW, Working on Live Electrical Work without PTW, Use of Damaged Lifting Gear. </div> <div data-bbox="833 1100 1385 1222"> 3-OUT: Failure to Obey HSE Personnel and Supervisor's Instruction, Absence of TBM and Safety Meeting, PPE Violation, Not using Seat Belt while Driving, Using Defective Tools, Ladder and Equipment, Engaging in any Unsafe act. </div> <div data-bbox="833 1241 1385 1312"> IF YOU VIOLATE THE SAFETY RULES YOU WILL BE TERMINATED FROM SITE IN ACCORDANCE WITH DISCIPLINARY ACTION. </div> <div data-bbox="833 1369 1190 1428"> If found, Please Return to HEC HSE Manager. Tel: 741-1755 </div> <div data-bbox="820 1488 1037 1539" style="text-align: center;">  HYUNDAI ENGINEERING CO., LTD. </div> <div data-bbox="1234 1436 1325 1491" style="text-align: center;">  </div> <div data-bbox="1172 1493 1390 1547" style="text-align: center;"> This employee has been inducted by HSE Mgr KIM DAE YONG </div>

Appendix III: Sample of Permanent and Temporary Gate Pass(Vehicle).Permanent Gate Pass for Vehicle

PERMANENT GATE PASS (VEHICLE)

TINA RIVER HYDROPOWER DEVELOPMENT PROJECT

Company : _____ (~~~~~)


Car. No. : _____ (~~~~~)

Insurance. No. : _____ (~~~~~)

Driver Name : _____ (~~~~~)

Issue Date : _____ (~~~~~)

Expiry Date : _____ (~~~~~)




Temporary Gate Pass for Vehicles

TEMPORARY GATE PASS (VEHICLE)

TINA RIVER HYDROPOWER DEVELOPMENT PROJECT

THIS GATE PASS IS ISSUED FOR ENTRANCE INTO THE TINA HYDRO PROJECT SITE and CAMP WHENEVER THE DRIVER'S LICENSE IS UNDER SECURITY'S CUSTODY.

Control Number 001



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Appendix IV: Sample of Temporary Visitor Badge


FRONT SIDE

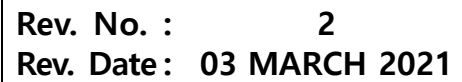
BACK SIDE

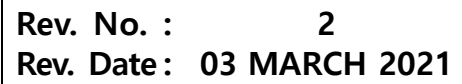
<div style="text-align: center;">  <h1 style="color: blue; margin: 10px 0;">VISITOR</h1> <p>THIS PASS MUST BE WORN AT ALL TIMES. WHILE ON THE PREMISES</p> <p>PLEASE RETURN TO RECEPTION AND SIGN OUT BEFORE LEAVING THE PREMISES.</p> <h2 style="text-decoration: underline; margin-top: 20px;">PASS No. 001</h2> </div>	<p>IMPORTANT NOTICE TO ALL VISITORS Holding of this pass abides you by the following conditions of entry into the premises:</p> <p>DRUGS AND ALCOHOL Zero tolerance</p> <p>OPERATION HOUR No visitors between 10pm to 5am</p> <p>HEALTH & SAFETY Please remain with the person you are visiting.</p> <p>INCIDENT & ACCIDENT Any incident or accident whilst on the premises must be reported immediately</p> <p>IF FOUND, PLEASE RETURN TO: GUARD POST RECEPTION</p>
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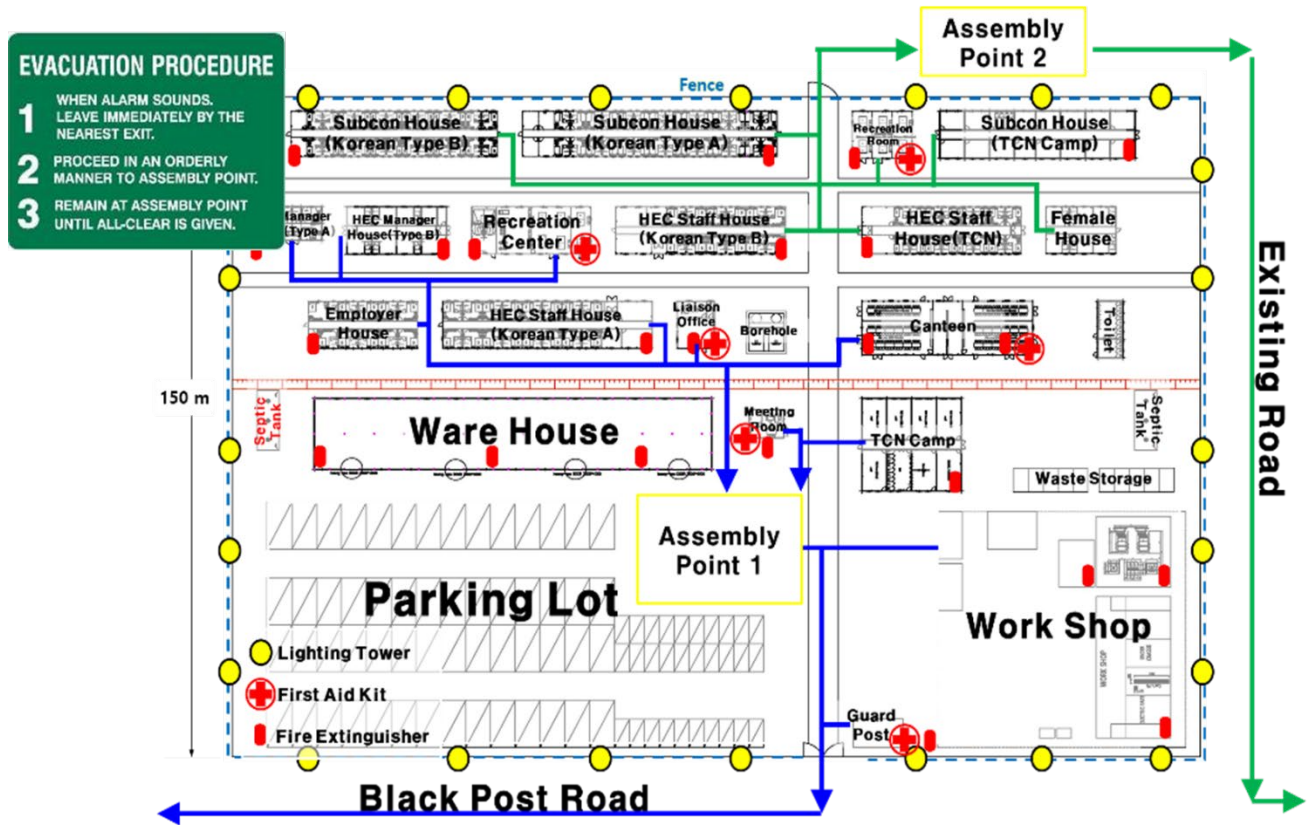
Appendix V: Material Gate Pass

			
MATERIAL GATE PASS (TRHPD)			
CONTRACT NO.:		DATE:	
CONTRACTOR:			
CARRIER:		VEHICLE NO.:	
ITEM	MATERIAL DESCRIPTION	QUANTITY	REMARKS
REQUESTED BY: Name: _____ Company: _____ Signature: _____ Driver Name: _____ Driver Signature: _____		Endorsed by: HEC TRHDP Name: _____ Signature: _____ Approved by Camp Administration Manager Name: _____ Signature: _____	
Security Use Only: Inspected by (Name): _____ ID # : _____ Signature: _____ Date: _____		SECURITY USE ONLY:	

[illegible]

[illegible]

Appendix VIII: Camp Emergency Evacuation Route



Appendix IX: Security Guard Training Program

SECURITY GUARD TRAINING PROGRAM

1.0 Security Guard Induction Training (Security Subcontractor)

- 1.1 Communication Skills (security/safety communications)
- 1.2 Use of Security and safety equipment
- 1.3 Basic Reaction Skills
- 1.4 Security guards Code of Conduct
- 1.5 Use of force

2.0 Security Guard Induction Training (HSE Department)

- 2.1 Worker's Code of Conduct
- 2.2 Grievance Redress Mechanism
- 2.3 Report Writing
- 2.4 Conflict Management
- 2.5 Human Rights legislations
- 2.6 Security Rules
- 2.7 Drug and Alcohol Awareness
- 2.8 First Aid Safety

3.0 Fire Fighting Training (HSE Department)

- 3.1 Basic Fire Fighting Training
- 3.2 Actual use of Fire extinguisher

4.0 Emergency Response (HSE Department)

- 4.1 Project Emergency Response

5.0 Gender Awareness (HSE Department)

6.0 Traffic and access, area control (HSE Department)

- 6.1 Signaller, No Zone area, Defensive Driving

Appendix X: Use of Force Policy

HEC will not sanction any use of force except when used for preventive and defensive purposes in proportion to the nature and extent of the threat.

HEC is committed to driving a responsible safe and secure security culture by developing and applying an effective security management standards and practices appropriate to the security risks associated with construction activities.

HEC delivers its Use of Force Policy practices through a structured implementation of the security management plan.

This is enhanced by specific standards under Planned document (SMP), procedures, and code of conduct. This policy aims to provide and maintain a secure working environment by eliminating security hazards, reducing irrelevant use of force risks, and raising awareness among security and law enforcement employees, HEC, visitors and others who may be affected by business-related activities.

Use of force Policy Confirms that the use of force by private security/is only sanctioned when it is for preventive and defensive purposes in proportion to the nature and extent of the security threat, and reiterates the need for proper training. Force shall be used only as a matter of last resort and in a manner that respects human rights.

When it is necessary to arm the guard force, the project security team will ensure that those who are armed exhibit high levels of technical and professional proficiency and clearly understand the rules for the use of force.

Restraint and caution will be exercised consistent with international guidelines on the use of force; in particular, the Basic Principles on Use of Force include the following key elements:

- When force must be used to protect human life, it should be proportionate to the threat and should seek to minimize injury.
- Medical assistance should be provided as soon as safely possible.
- During employment checks it should be ensured by HEC HR Manager to include police records and criminal litigation checks, as well as checks with former employers.

Whenever the lawful use of force is unavoidable, Security Personnel shall:

- Exercise restraint in such use and act in proportion to the seriousness of the offence and the legitimate objective to be achieved;
- Minimize damage and injury, and respect and preserve human life;
- Ensure that assistance and medical aid are rendered to any injured or affected persons at the earliest possible moment; and
- Ensure that relatives or close friends of the injured or affected person are notified at the earliest possible moment.

Where injury or death is caused by the use of force by Security Personnel, they shall report the incident promptly to Project Manager.



Camp Security Procedure

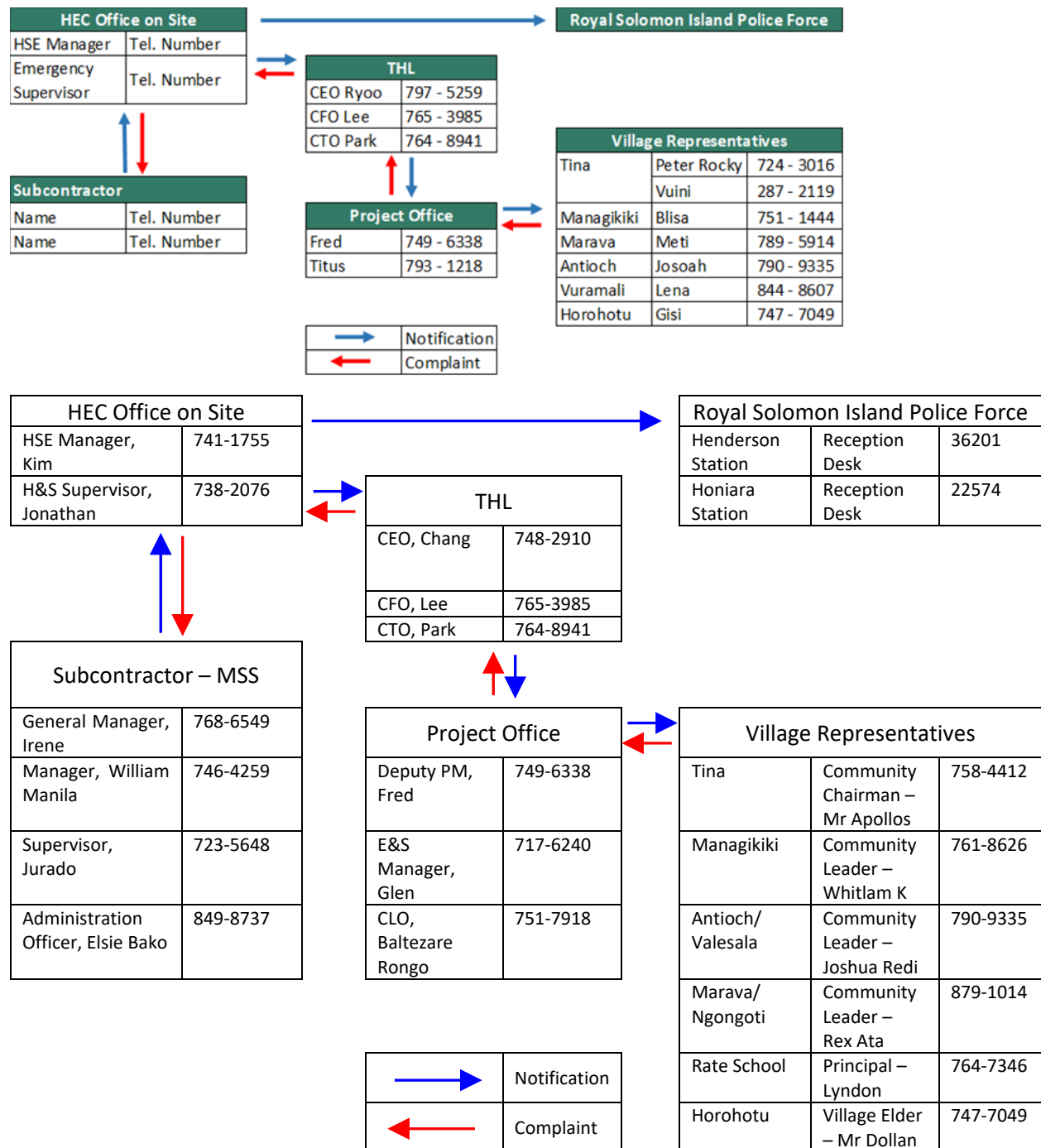
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HEC will ensure that exceptional circumstances such as internal political instability or any other public emergency may not be invoked to justify any departure from these basic principles. HEC will report to the Lenders on any incident of use of force or noncompliance and human rights-related commitments, efforts and statements, consistent with this Policy, as part of our reporting framework under ESMPs.

ANNEX P-7-IV COMMUNICATION CHAINS

ANNEX P-7-V COMMUNICATION CHAINS

Routine Communication Chain



Emergency Communication Protocol

