



HEALTH, SAFETY, SOCIAL AND ENVIRONMENTAL (HSSE) Plan

Company Name:

**Waheed Zia Construction Company
WZCC**

Project:

Construction of 80 Livestock Shelters in Herat, Afghanistan

RFP Ref No:

ITB Ref: -ITB/2026/61375

Submitted to:

UNOPS

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1. POLICY STATEMENT

Waheed Zia Construction Company (WZCC) is fully committed to implementing all project activities in a safe, environmentally responsible, socially acceptable, and secure manner in accordance with:

- UNOPS HSSE Requirements
- Applicable Afghanistan Labor Laws
- OSHA Safety Standards
- USACE EM 385-1-1 Safety Requirements
- Environmental and Social Management Plan (ESMP)
- International construction safety best practices

WZCC recognizes that the protection of workers, beneficiaries, nearby communities, visitors, and the environment is a fundamental responsibility throughout the project lifecycle.

The company is committed to:

- Preventing accidents, injuries, and occupational illnesses
- Providing safe and healthy working conditions
- Protecting surrounding communities and the environment
- Preventing child labor, forced labor, harassment, exploitation, and abuse
- Promoting a strong safety culture and accountability
- Ensuring continuous HSSE monitoring and improvement

All project personnel, subcontractors, suppliers, and visitors shall comply with this HSSE Plan during project implementation.

2. PURPOSE OF THE HSSE PLAN

The purpose of this HSSE Plan is to:

- Identify workplace hazards and associated risks
- Establish preventive and mitigation measures
- Define HSSE roles and responsibilities
- Protect workers, communities, and project assets
- Ensure compliance with donor and legal requirements
- Promote safe construction practices
- Minimize environmental and social impacts
- Establish emergency response and incident reporting procedures

This plan applies to all project personnel, subcontractors, suppliers, visitors, and stakeholders involved in the project.

3. PROJECT OVERVIEW

The project consists of the construction of 80 earthquake-resilient livestock shelters in earthquake-affected districts of Herat Province using traditional Pakhsa construction techniques combined with improved structural measures.

Main construction activities include:

- Site mobilization
- Survey and layout works
- Excavation and foundation works
- Stone masonry construction
- Pakhsa wall construction
- Roof construction
- Finishing works
- Material transportation and handling
- Community coordination and beneficiary engagement

All construction activities will be implemented in accordance with approved technical specifications, environmental and social safeguards, and UNOPS requirements.

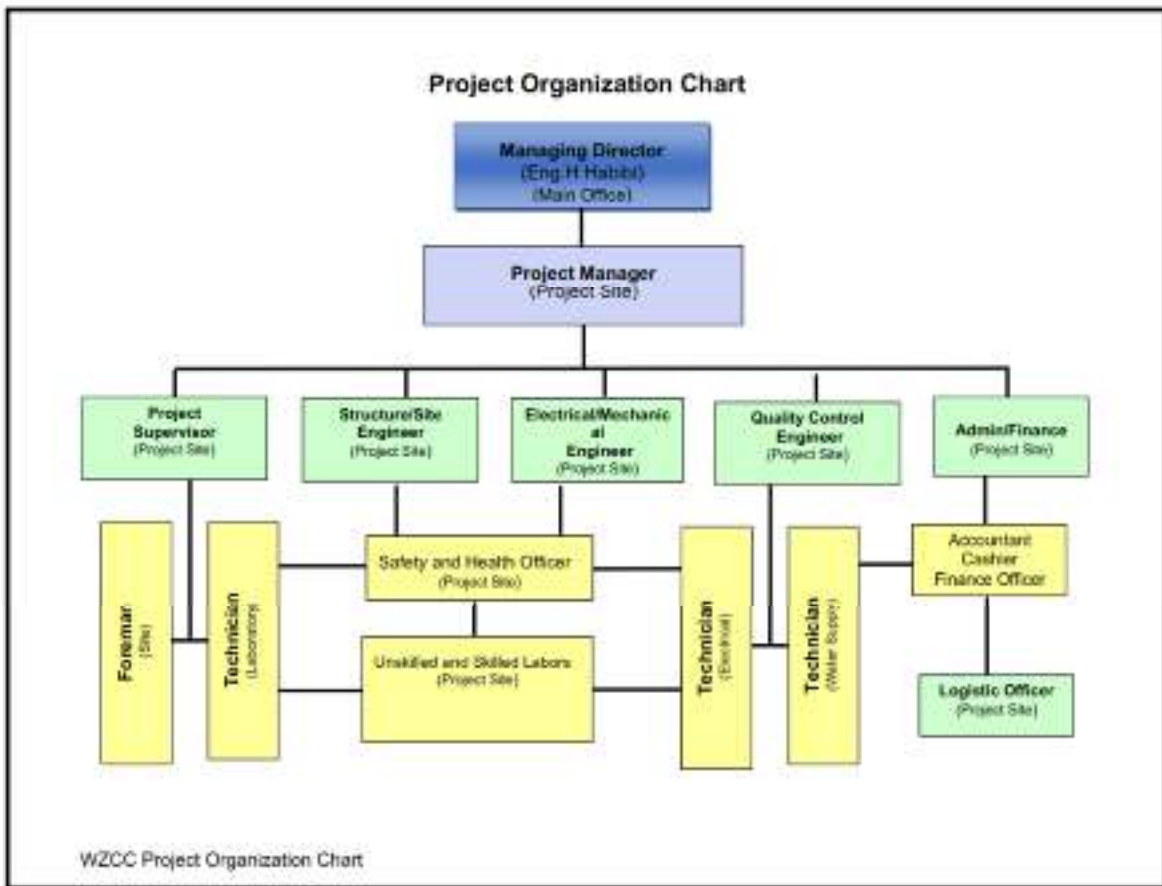
4. HSSE OBJECTIVES

The key objectives of this HSSE Plan are to:

- Achieve zero fatalities and minimize injuries
- Prevent occupational accidents and illnesses
- Ensure safe working conditions for all personnel
- Protect nearby communities and beneficiaries
- Prevent environmental pollution and damage
- Promote worker awareness and safety culture
- Ensure compliance with donor and legal requirements
- Prevent sexual exploitation, abuse, and harassment (PSEAH)
- Prohibit child labor and forced labor
- Promote accountability and continuous improvement

5. HSSE MANAGEMENT STRUCTURE

WZCC will establish an effective HSSE management system to ensure proper implementation and monitoring of all safety, security, health, social, and environmental requirements.



5.1 Project Manager

The Project Manager shall:

- Ensure overall HSSE compliance
- Allocate adequate HSSE resources
- Support implementation of safety measures
- Coordinate with UNOPS representatives
- Review HSSE performance regularly

5.2 HSSE Officer

The HSSE Officer shall:

- Conduct daily site inspections
- Monitor compliance with HSSE procedures
- Conduct toolbox talks and trainings

- Investigate incidents and near misses
- Maintain HSSE records and reports
- Ensure proper use of PPE
- Coordinate emergency response activities

The HSSE Officer shall have authority to stop unsafe work activities whenever immediate danger exists.

5.3 Site Engineers and Supervisors

Site Engineers and Supervisors shall:

- Enforce safe work practices
- Monitor workers during construction activities
- Identify hazards and corrective actions
- Ensure compliance with technical and safety requirements
- Report unsafe conditions immediately

5.4 Workers

All workers are responsible for:

- Following safety instructions
- Properly using PPE
- Reporting unsafe conditions
- Participating in toolbox talks and trainings
- Avoiding unsafe acts and behaviors

6. HAZARD IDENTIFICATION AND RISK ASSESSMENT

WZCC will conduct continuous hazard identification and risk assessments throughout project implementation.

Potential hazards may include:

- Excavation collapse
- Falling materials
- Slips, trips, and falls
- Dust exposure
- Manual lifting injuries
- Heat stress and dehydration
- Fire hazards
- Tool and equipment injuries

- Vehicle movement hazards
- Wall collapse during curing
- Electrical hazards
- Unsafe material storage
- Community exposure to construction activities

Appropriate mitigation measures and control procedures will be implemented prior to commencement of work activities.

(Note: Detailed Risk Assessment Matrix to be attached separately.)

7. Health and Safety Management

a. Risk Assessment

Hazard	Risk Level	Control Measures
Manual handling (mud bricks)	Medium	Lifting training, proper rest
Paskha wall collapse risk	High	Cure times monitored, temporary supports used
Heatstroke or dehydration	High	Provide shaded rest areas and drinking water
Dust during soil mixing	Medium	Wetting soil before handling, cloth masks
Insect or animal bites	Medium	Insect repellent, first-aid access
Hand/foot injuries	Medium	Provide PPE (gloves, boots)
Trips/falls on uneven terrain	Medium	Clean pathways, supervision

8. PERSONAL PROTECTIVE EQUIPMENT (PPE)

WZCC will provide suitable Personal Protective Equipment (PPE) to all workers based on work activities and associated hazards.

Mandatory PPE may include:

- Safety helmets
- Reflective safety vests
- Safety boots
- Protective gloves
- Dust masks
- Eye protection
- Hearing protection where required

All PPE shall:

- Be used properly
- Be maintained in good condition
- Be replaced when damaged

Workers failing to comply with PPE requirements may be removed from work activities until compliance is achieved.

Personnel Protective Equipment (PPE)



Safety Helmet



High visible vest



Safety footwear



Safety glasses

9. SITE SAFETY MEASURES

The following site safety measures will be implemented:

- Installation of warning signs
- Barricading hazardous areas
- Safe pedestrian access routes
- Proper housekeeping

- Safe material storage
- Restricted access to work zones
- Daily site inspections
- Proper lighting where necessary
- Safe use of ladders and scaffolding
- Proper handling of tools and equipment

Construction sites will be maintained in a clean and orderly condition at all times.

10. EXCAVATION SAFETY

Excavation works present significant risks and shall be carefully managed.

Safety measures will include:

- Barricading excavation areas
- Safe access and exit points
- Daily trench inspections
- Proper spoil placement away from trench edges
- Slope protection where necessary
- Prevention of unauthorized access
- Immediate correction of unsafe conditions

Workers shall not be permitted to enter unsafe excavation areas.

11. PAKHSA CONSTRUCTION SAFETY

Special precautions shall be implemented during Pakhsa wall construction activities.

Control measures will include:

- Controlled wall height during construction
- Proper curing periods
- Monitoring wall stability
- Safe manual compaction practices
- Prevention of wall overloading
- Restricted access near unstable walls
- Use of experienced local Ustads

Special attention shall be given to minimizing wall collapse risks during curing periods.

12. FIRE PREVENTION AND CONTROL

WZCC will implement fire prevention and control measures throughout the project duration.

Measures will include:

- Provision of fire extinguishers at work areas
- Safe storage of flammable materials
- Smoking restrictions
- Fire safety awareness training
- Emergency evacuation procedures
- Fire response coordination

All fire safety equipment shall be inspected regularly and maintained in operational condition.

13. ELECTRICAL SAFETY

Electrical safety measures will include:

- Safe temporary wiring systems
- Protection of exposed cables
- Ground fault protection
- Inspection of electrical tools and equipment
- Prevention of overloaded circuits
- Safe generator operation

Damaged electrical equipment shall be removed immediately from service.

14. TOOLBOX TALKS AND TRAININGS

WZCC will conduct:

- Daily toolbox talks
- Site safety inductions
- Emergency response trainings
- PPE awareness trainings
- Fire safety awareness sessions
- First aid awareness sessions
- Environmental awareness trainings
- PSEAH awareness sessions

Training attendance records shall be maintained throughout the project duration.

(Training Matrix Table will be attached in the final document.)

15. FIRST AID AND MEDICAL SUPPORT

Adequate first aid arrangements shall be maintained at all project sites.

Measures will include:

- Availability of first aid kits
- Trained first aid personnel
- Access to nearby health facilities
- Emergency transportation availability
- Medical emergency response procedures

All injuries and illnesses shall be reported immediately.

16. EMERGENCY RESPONSE PLAN

Emergency preparedness measures will include:

- Emergency contact lists
- First aid kits
- Designated emergency coordinators
- Medical evacuation arrangements
- Vehicle availability for emergencies
- Communication procedures
- Fire response procedures
- Community emergency coordination

Emergency contact information shall be displayed at all work sites.

(Emergency Preparedness Table to be attached separately.)

17. WORKER WELFARE

WZCC is committed to maintaining appropriate worker welfare facilities and conditions.

Measures will include:

- Safe drinking water
- Shaded rest areas
- Temporary sanitation facilities

- Handwashing facilities
- Adequate rest breaks
- Heat stress prevention measures

Special attention will be given to worker hygiene and health awareness.

18. SECURITY MANAGEMENT

Security measures will include:

- Protection of construction materials and equipment
- Controlled site access
- Fencing around storage areas
- Inventory control systems
- Coordination with community leaders where necessary
- Safe transportation arrangements

No work activities shall be conducted during unsafe security conditions.

19. ENVIRONMENTAL PROTECTION MEASURES

WZCC is committed to minimizing environmental impacts throughout project implementation.

Environmental protection measures will include:

- Dust suppression through water spraying
- Proper waste collection and disposal
- Noise reduction measures
- Prevention of fuel and oil leakage
- Protection of soil and water sources
- Safe storage of materials
- Proper sanitation arrangements
- Protection of vegetation and surrounding land

Construction debris shall be removed regularly from work areas.

20. WASTE MANAGEMENT

Waste management procedures will include:

- Segregation of waste materials
- Proper waste collection containers
- Safe disposal of construction waste

- Daily housekeeping activities
- Prevention of uncontrolled dumping

Hazardous materials, if any, shall be handled separately and disposed safely.

21. HEAT STRESS MANAGEMENT

Considering climatic conditions in Herat Province, WZCC will implement heat stress prevention measures including:

- Provision of drinking water
- Shaded rest areas
- Rest breaks during extreme heat
- Worker awareness on heat illness symptoms
- Adjustment of working hours during hot weather

Workers showing symptoms of heat stress shall receive immediate medical attention.

22. COMMUNITY HEALTH AND SAFETY

WZCC recognizes the importance of protecting nearby communities and beneficiaries.

Measures will include:

- Restricted access to construction zones
- Warning signs around work areas
- Community awareness sessions
- Child safety precautions
- Vehicle movement control
- Prevention of public exposure to hazards

Special attention shall be given to protecting vulnerable groups and nearby residents.

23. PSEAH AND CODE OF CONDUCT

WZCC maintains zero tolerance toward:

- Sexual exploitation and abuse
- Harassment
- Discrimination
- Violence
- Child labor
- Forced labor

All workers shall sign and comply with the Worker Code of Conduct.

PSEAH awareness sessions and workplace behavior trainings shall be conducted regularly.

Confidential complaint mechanisms shall be available for workers and community members.

24. GRIEVANCE AND COMPLAINT MECHANISM

WZCC will establish grievance mechanisms allowing workers and community members to report:

- Unsafe conditions
- Workplace concerns
- Harassment
- Environmental complaints
- Community issues

All complaints shall be handled confidentially and corrective actions shall be implemented promptly.

25. INCIDENT REPORTING AND INVESTIGATION

All incidents, accidents, injuries, and near misses shall be:

- Reported immediately
- Investigated properly
- Documented accurately
- Followed by corrective actions

Incident investigations shall identify:

- Root causes
- Contributing factors
- Preventive measures

Serious incidents shall be reported immediately to UNOPS representatives.

26. HSSE INSPECTIONS AND MONITORING

Regular HSSE inspections shall be conducted by:

- HSSE Officers

- Site Engineers
- Supervisors
- Project Management Team

Inspection activities will include:

- PPE compliance checks
- Housekeeping inspections
- Equipment inspections
- Excavation inspections
- Environmental monitoring
- Corrective action follow-up

Corrective actions shall be tracked until closure.

27. SUBCONTRACTOR MANAGEMENT

All subcontractors, suppliers, and service providers shall:

- Comply with this HSSE Plan
- Attend safety inductions
- Use required PPE
- Follow site safety procedures
- Participate in inspections and trainings

Non-compliant subcontractors may be removed from the project site.

28. MONITORING, REPORTING AND RECORD KEEPING

WZCC shall maintain:

- Daily inspection records
- Toolbox talk records
- Incident reports
- Training attendance records
- PPE issuance logs
- Environmental monitoring records
- Corrective action logs
- Site visitor records

Regular HSSE reports shall be submitted to UNOPS as required.

(Responsibility Matrix and Monitoring Tables to be attached separately.)

29. CONCLUSION

Waheed Zia Construction Company (WZCC) is fully committed to implementing all project activities in accordance with international HSSE standards, UNOPS requirements, environmental and social safeguards, OSHA standards, USACE safety requirements, and applicable Afghanistan regulations.

Through effective planning, hazard prevention, worker awareness, environmental protection, community engagement, and continuous monitoring, WZCC aims to ensure safe, successful, and high-quality implementation of the Construction of 80 Livestock Shelters Project in Herat Province, Afghanistan.