

3.7 Safety & Environment Training

A. Construction Environment, Health and Safety (EHS) Management/Supervision Training Course for Contractors

Date: As listed

Clients/Companies:

Eneoproject on Ecobank Head Office Building Project at Ridge in Accra on February 24, 2015

Mandahan & Saousa Limited on University of Ghana Collegiate & Hostel Project at University of Ghana Campus on December 7, 2015

WBHO Ghana Limited on Accra Mall Expansion Works in Accra on June 1, 2015 & June 30, 2015

WBHO Ghana Limited on Kumasi City Mall at Asokwa in Kumasi on April 29, 2015

Consar Limited on Garden City Mall at Suame Roundabout in Kumasi on June 25, 2015

LOCATION

At the various project/construction sites in Accra and Kumasi as listed.

BACKGROUND/TRAINING BRIEF

For over a decade, MBA Consult Limited has worked on many civil/construction projects in Ghana as the Environment, Health and Safety (EHS) Agent/Consultant tasked to provide expertise, quality control/quality assurance and supervision of the EHS aspects of the civil/construction works.

Part of the responsibilities of MBA on these civil/construction projects included providing training to the project team particularly the Principal Contractor and its sub-contractors on the project's EHS Specification/Standards and its implementation/compliance requirements including continuous improvement programs.

Accordingly, MBA provided or organized pre-start training for all Principal Contractors and their Sub-Contractors on the civil/construction projects MBA was engaged on as the EHS Agent/Consultant.

COURSE OBJECTIVES

- Outline and explain the Project's EHS Specification/Standard and their Implementation/Compliance Requirements
- Project's continuous improvement programs
- Roles & Responsibilities in the EHS Management Systems



3.7 Safety & Environment Training

COURSE MODULES

- Project Stakeholders and their Roles and Responsibilities
- Project's Environment, Health, Safety and Traffic (EHST) Specification and its Implementation/ Compliance Requirements
- Arrangement for Continuous Improvement
- Senior Management Commitment
- Work at Height Standards

NO. OF PARTICIPANTS

Over 70 employees (including Project Managers) of the listed Contractors and their Sub-Contractors were trained

RESOURCE PERSONS

Kwadwo Asah; Hilla Liman Debi; Richmond Kotei-Dzane; Eric Gyampo

HIGHLIGHTS



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B. Awareness Training on IFC Performance Standards for Senior Management & Supervisors of the Principal Contractor (WBHO Ghana Limited) and Sub-Contractors on the Standard Chartered Bank Head Office Building Project

Date: May 26, 2017

Client/Company: Standard Chartered Bank/Clubhouse RMB

Location: Project Site Conference Room at Ridge in Accra, Ghana

Background/Brief
Between January 2017 to December 2017, Standard Chartered Bank and Clubhouse RMB constructed a 12 storey office complex at Ridge in Accra, Ghana.

The Environment and Social (E&S) requirements on the project

included the IFC Performance Standards (PS). The Principal Contractor, WBHO Ghana Limited and its sub-contractors were required to comply with Performance Standard 1-4.

MBA Consult Limited was engaged by the Project Managers to undertake quarterly E&S and H&S valuations/audits in line with the Project's E&S and H&S specification; national laws & regulations; and the IFC Performance Standards.

MBA organized an awareness training on the IFC PS for senior management and supervisors of the Principal Contractor and its sub-contractors to provide understanding of compliance requirements of the PS to facilitate the quarterly audits by MBA.

COURSE OBJECTIVES

- Outline and explain the project's Environment Specification
- Outline and explain IFC Performance Standards 1 – 4 and their compliance requirements
- Outline and explain the Project's Continuous Improvement Programs which includes Quarterly Audits to be conducted by MBA Consult Limited
- Outline and explain the responsibilities of management and supervisors in meeting the objectives of the continuous improvement programs



3.7 Safety & Environment Training

TRAINING/COURSE MODULES

- Project's Environment, Health, Safety and Traffic (EHST) Specification
- Overview of IFC and its Operations
- IFC Performance Standards 1-4, and their implementation/ Compliance Requirements
- Continuous Improvement Programs

NO. OF PARTICIPANTS

21 managers and supervisors of the Principal Contractor and its Sub-Contractors attended the training

RESOURCE PERSONS

Kwadwo Asah; Hilla Liman; Richmond Kotei-Dzane

HIGHLIGHTS



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C. Environmental Awareness and Management Training/Course for Total Petroleum Ghana Limited (TPGL) Transporters

Date: August 17, 2012

Client/Company: Total Petroleum Ghana Limited (TPGL)

Location: TPGL Head Office in Accra

Company Brief

Total Petroleum Ghana Limited (TPGL) is one of the leading Oil Marketing Companies (OMCs) in Ghana. TPGL uses independent/private transport companies to transport the white product (fuel) to its filling/service stations across Ghana.

As part of TPGL continuous capacity building and improvement programs, MBA Consult Limited was contracted by TPGL to organize an in-house environmental awareness training course for its transporters.

The course was intended to create awareness among the Transporters on environmental issues but, with special focus on

environmental aspects and impacts associated with white product (fuel) transportation. Course Objectives

- Outline and explain Total's Health, Safety, Environment and Quality (HSEQ) (HSEQ) Policy

- Introduce participants to principles and concept of Environmental Management
- Introduce participants to best practices in environmental management

TRAINING/COURSE MODULES

- Environmental Aspects & Impacts
- Pollutants – Sources & Control/Management
- Sustainability of Fuel Transport Businesses/Operations
- Drivers for Good Environmental Performance
- Environmental Legal Requirements
- Establishing Environmental Management System (EMS)
- Environment Responsibilities of Transporters
- Hierarchy of Waste Management

NO. OF PARTICIPANTS

18 employees of sub-contractors to TPGL

RESOURCE PERSONS

Kwadwo Asah; Anna Awity



3.7 Safety & Environment Training

HIGHLIGHTS



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D. EHS Documentation & Capacity Building for Total Petroleum Ghana Limited (TPGL) Sub-Contractors

Date: March 21, 2016

Client/Company: Adjavor Enterprise Limited (Painting Contractor/ Sub-contractor to TPGL)

Location: Adjavor Enterprise Limited conference room of at Lababi in Accra, Ghana

BACKGROUND/BRIEF

In 2016, Total Petroleum Ghana Limited (TPGL) set out to build EHS capacity of its Sub-contractors who carried out/performed various construction works for TPGL on the company's filling stations and other facilities.

Adjavor Enterprise Limited, a painting sub-contractor to TPGL contracted MBA to assist the company establish its EHS management system, train workers on the developed system and represent the company at the audit to be conducted by TPGL.

COURSE OBJECTIVES

- Outline and explain TPGL's Health, Safety, Environment and Quality (HSEQ) Policy and its implementation requirements
- Introduce the company to best practices in health and safety management
- Develop Health and Safety Policies and Procedures to guide operations of the company
- Train employees of the company on the developed Policies and Procedures

TRAINING/COURSE MODULES

- Development/Establishment of the company's EHS management system
- Training on the developed EHS management system
- Represented the company as the Safety Personnel/Professional at the audit by TPGL

NO. OF PARTICIPANTS

8 (the entire staff)

RESOURCE PERSONS

Kwadwo Asah



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E. Environmental Management and Compliance Awareness and Capacity Building Training for MBA Clients

Date: As listed

Client(s)/Companies:

Enclave Power Company Limited, power distribution company in the Freezone Trade Enclave of Tema - May 27, 2010; October 8, 2013

Tropo Farms Limited, a fish farm (cage culture) company operating at 3 locations in Eastern and Greater Accra Regions of Ghana - September 17, 2018

Expro Gulf, offshore oil company with base at Amanfrom in Takoradi, June 4, 2014

West Hills Mall Limited, Ghana's biggest shopping mall located at Dunkonah (near Weija) in the Ga South Municipality of the Greater Accra, 2015

LOCATIONS:

Premises of the listed Clients/Companies

TRAINING BRIEF

MBA has been retained by some of its Clients to, on a continuous basis, assist the companies in managing its environment and social responsibilities through advisory, capacity building and report preparation.

Accordingly, MBA organizes regular training for staff, particularly senior management of its Clients to provide the needed organizational and motivational awareness to managing the company's environment and social responsibilities.

TRAINING OBJECTIVES

TRAINING/COURSE MODULES

- Definition of Terms used in Environmental Management
- Drivers for Good Environmental Performance
- Legal Framework on Environment in Ghana
- Ghana's EIA/Permitting/Submission Requirement
- Evaluation of the Environmental Compliances/Performances
- Action Plans to Improve Environmental Performance

NO. OF PARTICIPANTS

Over 40 employees (mainly senior management) of the listed Clients/Companies benefited from the training

RESOURCE PERSONS

Kwadwo Asah; Leslie Asamoah; Rosina Mirekua Tiekua



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F. Environmental Management Systems (EMS) Training Course for Staff of Chirano Gold Mines Limited

Date: May 26 & 27, 2011

Client/Company: Chirano Gold Mines Limited

Location: Chirano Gold Mines Limited Mine Site

COMPANY BRIEF

Chirano Gold Mines Limited is situated (located) in Bibiani, southwestern of Ghana, about 100 kilometers southwest of Kumasi, Ghana's second largest city. Chirano's mining lease, covering an area of 36.34km² was granted to the company on April 8, 2004 for a period of 15 years. The company is 90% owned by Red Back Mining Incorporated of Canada and 10% by the government of Ghana.

Chirano's commitment to environmental protection is well established and the company aims to lead the world in generating value through responsible mining. Chirano Gold Mines Limited currently uses an Environmental Management System (EMS) that aligns with the requirements of the ISO 14001:2004 Standard. Employee training

and awareness on environmental issues is of highest priority to management and the HSE Department set a target in 2012 to provide training on environmental awareness to every employee on the mine by the end of year, i.e. 2012.

MBA Consult Limited was contracted in May 2011 to provide ISO 14001:2004 awareness training to staff of the mine. Participants were issued with 'Certificate of Participations' at the end of the two-day session.

COURSE OBJECTIVE

- Introduce participants to Environmental Management Systems
- Introduce participants to ISO 14001:2004 Environmental Management Standard and its Implementation Requirements

TRAINING/COURSE MODULE

- Terms used in Environmental Management
- Environmental Sustainability
- Environment Legal Requirements
- Environmental Management System (EMS) Cycle
- The ISO 14001:2004 Environmental Management Standard
- ISO 14001:2004 Implementation and Compliance Requirements

NO. OF PARTICIPANTS

22 Supervisors

RESOURCE PERSONS

Kwadwo Asah; Anna Awity



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G. Accident/Incident Reporting & Investigation Training Course for Staff of Chirano Gold Mines Limited

Date: September 15 & 16, 2011

Client/Company: Chirano Gold Mines Limited

Location: Chirano Gold Mines Limited Mine Site

COMPANY BRIEF

Chirano Gold Mines Limited is situated (located) at Bibiani, southwestern Ghana, and about 100 kilometers southwest of Kumasi, Ghana's second largest city. Chirano's mining lease, covering an area of 36.34km² was granted to the company on April 8, 2004 for a period of 15 years. The company is 90% owned by Red Back Mining Incorporated of Canada and 10% by the government of Ghana.

MBA Consult Limited was engaged to provide to mine staff on Accident Reporting & Investigation. The course was intended to build the capacity of participants in general incident and accident investigation but it not intended to be a 'certificate' course. However, participants were issued with 'Certificate of Participations' at the end of the two-day session.

COURSE OBJECTIVES

- Introduce participants to theories underpinning incident/accident causation
- Introduce participants to the principles and techniques of incident/accident investigation

TRAINING/COURSE MODULES

- Causes of accidents
- Underpinning theories in incident and accident occurrences
- Purpose of conducting investigations into health, safety and environmental incidents and accidents.
- The place of incidents and accidents investigations in the system approach to health, safety and environmental management.
- Techniques for performing proper investigations.
- Review cases of incidents/accidents to provide better understanding of theories and principles.

NO. OF PARTICIPANTS

21 employees from various departments of the mine

RESOURCE PERSONS

Kwadwo Asah; Richard Debrah & Anna Awity



3.7 Safety & Environment Training

HIGHLIGHTS



3.7 Safety & Environment Training

H. Occupational Health & Safety Management System Awareness Training Course for Staff of Chirano Gold Mines Limited

Date: April 19 & 20, 2011

Client/Company: Chirano Gold Mines Limited

Location: Chirano Gold Mines Limited Mine Site at Bibiani

COMPANY BRIEF

MBA Consult Limited was engaged by Chirano Gold Mines Limited to provide training on Health and Safety Management System to mine staff. Participants were issued with 'Certificate of Participations' at the end of the two-day session.

Course Objectives

- Introduce participants to health and safety management system
- Introduce participants to Occupational Safety and Health Assessment Series (OSHAS 18001:2007) and its certification and implementation requirements on the mine

TRAINING/COURSE MODULES

- Outline and explain the various Health and Safety Management Systems.
- Outline and explain the standards of the OHSAS 18001:2007 management system.
- Outline and explain the planning and implementation processes of the Occupational Health and Safety Assessment Series (OHSAS 18001:2007).
- Outline the roles and responsibilities of each department and employee in implementing and sustaining the management system

NO. OF PARTICIPANTS

20 employees from various departments of the mine

RESOURCE PERSONS

Kwadwo Asah; Richard Debrah & Anna Awity



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I. Environmental Management Systems (EMS) Training Course for Staff of Golden Star (Bogoso Prestea) Limited

Date: August 14 & 15, 2012

Client/Company: Golden Star Resources (Bogoso Prestea) Limited

Location: Golden Star Resources (Bogoso Prestea) Limited Mine Site

COMPANY BRIEF

Golden Star Bogoso Prestea Limited is one of the leading mining companies in Ghana. The company is owned by Golden Star and the Government of Ghana at share values of 90% and 10% respectively.

The mine is located at Prestea Bogoso in the Western Region. MBA Consult Limited was contracted by the mine to train its workers on Environmental Management Systems with focus on ISO 14001:2004 Environmental Management Standard. Course Objectives Create awareness among mine workers of the components of Environmental Management Systems (EMS) with focus on ISO 14001:2004 Environmental Management Standard and its implementation requirements.

TRAINING/COURSE MODULES

- Terms used in Environmental Management
- Explain the concept of 'sustainability' and how EMS offers opportunity for sustainable development
- Define EMS and the application of the standard to mining activities
- Outline and explain the benefits of adopting EMS
- Outline and explain the components of the ISO 14001:2004 environmental management standard
- Outline and explain strategies for implementing an EMS on the mine site
- Outline and explain the EMS certification procedure and post certification requirements

NO. OF PARTICIPANTS

17 participants from various departments of the mine

RESOURCE PERSONS

Kwadwo Asah; Anna Awity



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3.7 Safety & Environment Training

J. Environmental Inspections, Monitoring & Auditing Training Course for Staff of Golden Star (Bogoso Prestea) Limited

Date: June 16 & 17, 2011

Client/Company: Golden Star (Bogoso Prestea) Limited

Location: Golden Star (Bogoso Prestea) Limited Mine Site Training Room

COMPANY BRIEF

Golden Star Bogoso Prestea Limited is one of the leading mining companies in Ghana. The company is owned by Golden Star and the Government of Ghana at share values of 90% and 10% respectively.

The company aims to build a brand name gold mining company that: Delivers superior returns to investors; Attracts and retains the best talents; Is committed to international best practices and conducts; Is a partner of choice for host communities and governments.

MBA Consult Limited was contractor by the company/mine to train its employees on Environmental Inspections, monitoring and auditing. Certificate of Participation were issued to participants after the training.

COURSE OBJECTIVES

Create awareness among workers on the company's legal and moral obligations with respect to inspecting, monitoring and auditing environmental management programs. In order words, the course

aims to help workers to understand and appreciate the application of inspections, monitoring and audits to environmental management programs on the mine site

TRAINING MODULES

- Legal and moral bases of environmental inspections, monitoring and audits
- Differences and similarities between inspections, monitoring and audits with reference to the various mine activities
- Individual and collective roles of workers particularly the environmental management team in contributing to measuring performance of environmental management programs.
- Identify and assess risk(s) associated with environmental aspects of the various mine activities including monitoring and auditing programs to evaluate their occurrences and the avoidance of risks associated with them.
- Audit parameters of the EPA Akoben Initiative and programs (strategies) to meet the requirements of the audit.
- Procedure and parameters for conducting quarterly monitoring by Ghana's EPA.
- Develop a monitoring plan for implementation
- Provide answers or solutions to the challenges that participants have outlined as militating against effective execution of their work.

NO. OF PARTICIPANTS

22 employees from various departments of the mine

RESOURCE PERSONS

Kwadwo Asah; Nana Andoh, Anna Awity



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K. Environmental Management Systems (EMS) Training Course for Staff of Golden Star Wassa Limited (GSWL)

Date: November 01 & 02, 2011; July 17 & 18, 2012; September 2012

Client/Company: Golden Star Wassa Limited (GSWL)

Location: Golden Star Wassa Limited (GSWL) Mine Site

COMPANY BRIEF

Golden Star Wassa Limited is one of the leading mining companies in Ghana. The company is owned by Golden Star and the Government of Ghana at share values of 90% and 10% respectively.

The mine site is located Akyeampim in the Western Region of Ghana.

MBA Consult Limited was contractor by the company/mine to train the mine workers on EMS with focus on ISO 14001:2004 Environmental Management Standard. Certificate of Participation were issued to participants after the training Course Objectives Create awareness among mine workers of the components of Environmental Management Systems (EMS) with focus on ISO 14001:2004 Environmental Management Standard and its implementation requirements.

TRAINING MODULES

- Definition/Explanation of Terms used in Environmental Management System (EMS)
- Explain the concept of 'sustainability' and how EMS offers opportunity for sustainable development
- Define EMS and the application of the standard to mining activities
- Outline and explain the benefits of adopting EMS
- Outline and explain the components of the ISO 14001:2004 environmental management standard
- Outline and explain strategies for implementing an EMS on the mine site
- Outline and explain the EMS certification procedure and post certification requirements.

NO. OF PARTICIPANTS

Over 35 employees of the mine participated in the training.

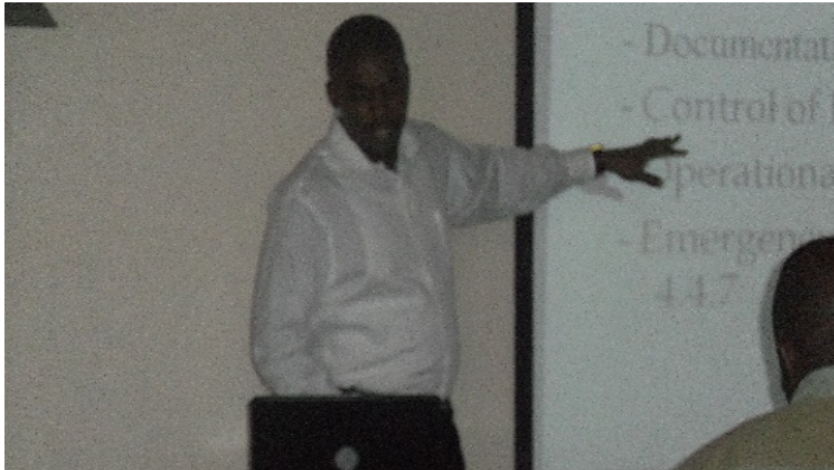
RESOURCE PERSONS

Kwadwo Asah; Anna Awity



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L. Behavior Based Safety Training Course for Staff of Golden Star Wassa Limited (GSWL)

Date: August 21 & 22, 2012 & August 23 & 24, 2012

Client/Company: Golden Star Wassa Limited (GSWL)

Location: Golden Star Wassa Limited (GSWL) Mine Site

COMPANY BRIEF

Golden Star Wassa Limited is one of the leading mining companies in Ghana. The company is owned by Golden Star and the Government of Ghana at share values of 90% and 10% respectively.

The mine site is located Akyeampim in the Western Region of Ghana. MBA Consult Limited was contracted by the mine to train its workers on Behavior Based Safety to help change some of the prevalent and re-occurring strongly held bad human behaviors/practices by workers that often lead to accident.

COURSE OBJECTIVES

Discuss and find solutions to bad work practices (behaviors) that have the potential to impact on the health and safety programs on the mine.

COURSE MODULES

- Developing a Positive Health and Safety Culture
- Arrangement for Effective Health and Safety Management
- Incident & Accident Causation
- Human Error, Negligence, Violations, Recklessness
- Behavioral Theories – The Underpinning Psychology
- Developing a Just Culture
- 5S

NO. OF PARTICIPANTS

Over 50 employees from various departments of the mine participated in the training

RESOURCE PERSONS

Kwadwo Asah; Isaac Kosi; Anna Awity



3.7 Safety & Environment Training

HIGHLIGHTS



3.7 Safety & Environment Training

M. Occupational Health, Safety & Environmental Management Training Course for Staff of Golden Star Wassa Limited (GSLW)

Date: March 09, 10, 11, 2010; June 01, 02 & 03, 2010

Client/Company: Golden Star Wassa Limited (GSLW)

Location: Golden Star Wassa Limited (GSLW) Mine Site

COMPANY BRIEF

Golden Star Wassa Limited is one of the leading mining companies in Ghana. The company is owned by Golden Star and the Government of Ghana at share values of 90% and 10% respectively.

The mine site is located Akyeampim in the Western Region of Ghana. MBA Consult Limited was contracted by the mine to train workers on general Occupational Health and Safety Management.

COURSE OBJECTIVES

- Outline the key responsibilities of Management (Supervisors, Superintendents, Managers etc.) in relation to ensuring effective management of the company's safety and environment responsibilities.
- Create awareness among participants on the company's environmental obligations, (both legal and optional)
- Equip participants with sound knowledge and techniques in accident prevention at the workplace.

- Expose participants to the implementation requirements of Safety and Environmental Management Systems and their interrelationship with the business entity.
- Equip participants with practical tools that will help them to identify hazards, assess risk(s) and thereby develop programs to meet the objectives of safety and environment strategies.

TRAINING/COURSE MODULES

- Overview of Occupational Safety and Health Assessment Series (OSHAS 18001:2007)
- Accident Prevention – Principles & Techniques
- Fire Safety Management
- Laws on Safety, Health and Environment
- Risk Assessment

NO. OF PARTICIPANTS

1st Batch (March 09, 10, 11, 2010) – 33 senior members from various departments.

2nd Batch (June 01, 02 & 03, 2010) – 25 supervisors from plant, mining, safety, environment, Administration, Projects, Security, Assay Laboratory etc. Departments

RESOURCE PERSONS

Kwadwo Asah; Richard Debrah; DOII David Sam Afful (GNFS)



3.7 Safety & Environment Training

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3.7 Safety & Environment Training

N. Environmental Inspections, Monitoring & Auditing Training Course for Staff of Sankofa Prestea Gold Limited

Date: June 27 & 28, 2011; August 11 & 12, 2011 (for Plant Staff)

Client/Company: Prestea Sankofa Gold Limited

Location: Bogoso Golden Hotel Conference Room in Tarkwa in the Western Region of Ghana

COMPANY BRIEF

Prestea Sankofa Gold Limited is a subsidiary gold mine of Ghana National Petroleum Corporation (GNPC) which was incorporated under the Companies Code in 1994 as a joint venture between SAMAX Gold Resources and GNPC. In 1998, SAMAX ceded its interest to GNPC. As a result of this, the company is now a solely owned Ghanaian mining company between Ghana National Petroleum Corporation (GNPC) and the Government of Ghana at share values of 90% and 10% respectively.

As the name of the company implies in Ghanaian parlance 'Sankofa' – go back for it, was set up to extract gold from tailings and low grade 'waste' from over hundred years of mining activities in Prestea.

The company derives its commitment to good environmental performance from environment regulations and concerns expressed by various stakeholders for good environmental performance. The environment responsibilities of the company are being managed by the Planning and Environment Department but with support from senior management and other workers of the company.

MBA Consult Limited was contracted by the company to train the mine workers on Environmental Inspections, Monitoring and Auditing. Certificate of Participation were given to all participants.

COURSE OBJECTIVES

Create awareness among employees of the mine on the company's legal and moral responsibilities with respect to inspection, monitoring and auditing environmental management programs. In order words, the course is designed to help mine workers understand and appreciate the application of inspections, monitoring and audits to environmental management programs on the mine.

COURSE MODULES

- Definitions of Basic Terms used in Environmental Management
- Modelling Solutions to Environmental problems
- Origin, Legal and Voluntary Environmental Monitoring and Auditing Requirements
- Overview of Environmental Monitoring
- Identification of Monitoring and Audit Parameters and their Measurement(s)
- Ghana's EPA Akoben Initiatives
- Solid and Liquid Waste Management

NO. OF PARTICIPANTS

Over 40 mine workers participated in the training

RESOURCE PERSONS

Kwadwo Asah; Anna Awity



3.7 Safety & Environment Training

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3.7 Safety & Environment Training

0. Advanced Hazard Identification and Risk Assessment (HIRA) Training Course for Staff of Sankofa Prestea Gold Limited

Date: July 12 & 13, 2011; August 15 & 16, 2011 (for Plant Staff)

Client/Company: Sankofa Prestea Gold Limited

Location: Bogoso Golden Hotel Conference Room in Bogoso

COMPANY BRIEF

MBA Consult Limited was contracted by Prestea Sankofa Gold Limited to its mine workers on HIRA. The training was organized in the conference room of Bogoso Golden Hotel in Bogoso in the Western Region of Ghana.

Participants were issued with “Certificate of Participation”.

Course Objectives

TRAINING/COURSE MODULES

- Definition of Basic Terms used in HIRA
- Accidents, Causes, Occurrences and Prevention
- Risk Management in Perspective
- The HIRA Process
- Risk Control Hierarchy

NO. OF PARTICIPANTS

Over 40 mine workers participated in the training

RESOURCE PERSONS

Kwadwo Asah; Anna Awity



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3.7 Safety & Environment Training

P. Advanced Behavior Based Safety Training Course for Staff of Prestea Sankofa Gold Limited

Date: July 21 & 22, 2011; August 17 & 18, 2011

Client/Company: Prestea Sankofa Gold Limited

Location: Bogoso Golden Hotel Conference Room in Bogoso

COMPANY BRIEF

MBA Consult Limited was contracted by Prestea Sankofa Gold Limited to its mine workers on Behavior Based Safety Management. The training was organized in the conference room of Bogoso Golden Hotel in Bogoso in the Western Region of Ghana.

Participants were issued with “Certificate of Participation” at the end of training. Course Objectives Discuss and find solutions to bad work practices (behaviors) that have the potential to impact on the health and safety programs and performance of the mine.

TRAINING/COURSE MODULES

- Understanding the Problem - Human Error, Negligence, Recklessness and Violations
- Behavioral Theories - The Underpinning Psychology

- The Just Culture - A shift from the Blame Culture to a more Constructive ‘Just’ Culture
- Responsibilities of management & workers
- Course evaluation

NO. OF PARTICIPANTS

26 participants drawn from various departments

RESOURCE PERSONS

Kwadwo Asah; Isaac Kosi, Anna Awity



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Q. Occupational Safety, Health and Environmental Management In-house Training Course for Staff (Supervisors) of Ghana Manganese Company (GMC) Limited

Date: July 07, 08, 09, 2010

Client/Company: Ghana Manganese Company (GMC) Limited

Location: Conference Room of GMC at Tarkwa in the Western Region of Ghana.

COMPANY BRIEF

Ghana Manganese Company Limited (GMC) is Ghana's largest manganese mining company located at Tarkwa in the Western Region of Ghana.

MBA Consult Limited was contracted by GMC to train its workers on occupational health and safety and environmental management. The training included an aspect of "management"

COURSE OBJECTIVES

- To outline the specific roles of Supervisors with respect to safety and environmental management to enable participants better appreciate their role in managing the company's safety, health and environment responsibilities.
- To create a general awareness among participants on the

impacts associated with weak management of the company's safety and environment responsibilities.

- An overall development of a safety conscious Supervisors to lead the way in developing a positive safety and health culture among the entire workforce.
- To equip participants with managerial skills to help them in day-to-day management of safety on the mine.

TRAINING MODULES

- Introduction to Occupational Safety and Health Assessment Series (OSHAS 18001)
- Responsibilities Of 'Management' And 'Employees' In Safety, Health and Environmental Management
- Developing A Positive Safety, Health and Environment Culture
- Effects (Impacts) of Weak Occupational Safety, Health and Environmental Management
- Accident Prevention – Principles and Techniques
- Accident and Incident Investigation and Reporting
- General Management
- General Environmental Management

NO. OF PARTICIPANTS

24, from Security, Administration, Plant, Environment, Stores, Safety, Mining etc. Departments

RESOURCE PERSONS

Kwadwo Asah; Isaac Kosi; Richard Debrah



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R. Occupational Safety, Health and Environmental Management In-house Training Course for Senior Executives/ Management of Ghana Manganese Company (GMC) Limited

Date: August 30 & 31, 2010

Client/Company: Ghana Manganese Company (GMC) Limited

Location: GMC Conference Room at Tarkwa in the Western Region of Ghana

COMPANY BRIEF

Following training of the Supervisors of GMC on Occupational Health and Safety and Environmental Management and the good feedback from participants, management of the requested the training to be extended to senior management.

Accordingly, the training was replicated for 16 members of senior management of the company.

COURSE OBJECTIVES

- To deepens participants (management) knowledge on corporate safety and health management

- To explain the impacts associated with weak safety and health management
- To outline management responsibilities with respect to effective management of the company's safety and health responsibilities.
- To outline and explain the framework required for effective safety and health management in the company.
- To help participants understand the planning process in OSH management

COURSE MODULE

- Introduction to Occupational Safety and Health Assessment Series (OSHAS 18001)
- Responsibilities of 'Senior Management' In Safety, Health and Environmental Management
- Developing A Positive Safety, Health and Environment Culture
- Effects (Impacts) of Weak Occupational Safety, Health and Environmental Management
- Planning for Effective Safety and Health Management

NO. OF PARTICIPANTS

16 managers/senior management, including Plant Superintendent, HR/ Administrative Manager, Finance Manager, General Services Manager, Commercial Manager etc.

RESOURCE PERSONS

Kwadwo Asah; Isaac Kosi



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S. Occupational Safety, Health and Environmental Management In-House Training Course for Staff (Supervisors) of Ghana Rubber Estate Limited (GREL)

Date: May 5 & 6, 2010

Client/Company: Ghana Rubber Estate Limited (GREL)

Location: Conference Room of GREL at Takoradi in the Western Region of Ghana

COMPANY BRIEF

Ghana Rubber Estate Limited (GREL) has the largest industrial rubber plantation in Ghana. The company's headquarters is based in Takoradi with its factory located in Apimenim in the Ahanta West District of the Western Region of Ghana.

MBA Consult Limited was contracted by GREL to train its workers on occupational health and safety management.

COURSE OBJECTIVES

- To train line managers who shall intend cascade the knowledge gained to other employees (subordinates).
- To set the context for safety, health and environment training

courses in the company.

- To create awareness among employees (participants) on the importance of managing the company's safety and environment responsibilities.
- To outline the specific roles of senior management and employees in safety and environmental management.
- To introduce participants to the implementation requirements of Occupational Safety and Environmental Management Systems.

TRAINING MODULES

- Impacts Associated with Weak Occupational Safety, Health and Environmental Management
- Development of a Positive Safety, Health and Environment Culture
- Laws on Safety, Health and Environment
- General Environmental Management
- Accident Prevention – Principles and Techniques
- Risk Assessment/Management

NO. OF PARTICIPANTS

16 line-Managers from various departments of the company (GREL)

RESOURCE PERSONS

Kwadwo Asah; Richard Debrah



3.7 Safety & Environment Training

HIGHLIGHTS



3.7 Safety & Environment Training

T. Occupational Health, Safety and Environmental Management Training Course organized by MBA Consult Limited (General/Public Training)

Date: July 12, 13 & 14, 2010

Client/Company: Various Companies

Location: MBA Conference Room in the Manna Plaza Building, Community 18 Junction, Spintex Road, Accra

COMPANY BRIEF

MBA Consult Limited, one of the leading safety and environment firms in Ghana and a training provider organized this general Occupational Health and Safety Training Course for businesses by advertising in the National Newspaper – Daily Graphic. The training was held/organized in Accra in the conference room of MBA Consult Limited.

Based on the nation-wide publicity of the training, participants were drawn from various parts of Ghana including Takoradi, Kumasi, Tarkwa, Cape-Coast etc. with majority coming from Ghana's mining companies.

COURSE OBJECTIVES

- To create awareness on safety, health and environmental issues among participants with emphasis on the framework required for effective safety and environmental management and the impacts associated with weak safety and environmental management.

- Equip participants with general managerial skills in order to effectively manage their safety, health and environment responsibilities in respective companies and departments.
- To equip participants with practical tools to help them identify hazard, assess risk associated with hazards and techniques to prevent identified hazards from causing accidents.
- To improve participants knowledge in corporate environmental management.

COURSE MODULES

- Introduction to Occupational Safety and Health Assessment Series (OSHAS 18001)
- Responsibilities of 'Management' & 'Employees' In Safety, Health and Environmental Management
- Developing A Positive Safety, Health and Environment Culture
- Effects (Impacts) of Weak Occupational Safety, Health and Environmental Management
- Accident Prevention – Principle and Techniques
- Fire Safety Management
- General Management
- General Environmental Management

NO. OF PARTICIPANTS

7 (5 from Atlas Copco and the remaining 2 from another company), and included Logistics Managers, Human Resource Managers, Mechanics, Communication Officers, Safety and Health Managers.

RESOURCE PERSONS

Kwadwo Asah; Isaac Kosi; Richard Debrah, DOIII David Sam Afful (GNFS)



3.7 Safety & Environment Training

HIGHLIGHTS



3.7 Safety & Environment Training

U. Occupational Health, Safety and Environmental Management Training Course organized by MBA Consult Limited (General/Public Training)

Date: March 03, 04 & 05, 2010

Clients/Companies: Various Companies

Location: E P Church Hall, Takoradi, Western Region, Ghana

COMPANY BRIEF

MBA Consult Limited, one of the leading safety and environment firms in Ghana and a training provider organized this general Occupational Health and Safety Training Course for businesses by advertising in the National Newspaper. The training was held/organized in Takoradi.

Based on the nation-wide publicity of the training, participants were drawn from various parts of Ghana including Takoradi, Kumasi, Tarkwa, Cape-Coast etc. with majority coming from Ghana's mining companies.

COURSE OBJECTIVES

- To create awareness on safety, health and environmental issues among participants with emphasis on the framework required for effective safety and environmental management and the impacts associated with weak safety and environmental management.

- Equip participants with general managerial skills in order to effectively manage their safety, health and environment responsibilities.
- To equip participants with practical tools to help them identify hazard, assess risk associated with hazards and techniques to prevent identified hazards from causing accidents.
- To improve participants knowledge in corporate environmental management

TRAINING MODULES

- Laws on Occupational, Health, Safety and Environment in Ghana
- Accident Prevention – Principles and Techniques
- Integrating Safety and Environment into Corporate Planning
- Introduction to Management
- Introduction to Environmental Management
- Fire Safety

NO. OF PARTICIPANTS

10 persons (majority from mining companies), and included Environmental Officers, Safety Superintendents (Officers), Quality Control Officers, Human Resource Managers etc.

RESOURCE PERSONS

Kwadwo Asah; Isaac Kosi; DO III James Ankrah (GNFS)



3.7 Safety & Environment Training

HIGHLIGHTS



3.7 Safety & Environment Training

V. Occupational Health, Safety and Environmental Management Training Course (General/Public) for Staff of Companies/Businesses organized by MBA Consult Limited

Date: October 23 & 24, 2009

Client/Company: Various Companies

Location: Management and Productivity Institute (MDPI), near Ministries, Accra, Ghana

COMPANY BRIEF

MBA Consult Limited, one of the leading safety and environment firms in Ghana and a training provider organized this general Occupational Health and Safety Training Course for businesses by advertising in the National Newspaper.

Based on the nation-wide publicity of the training, participants were drawn from various parts of Ghana including Takoradi, Kumasi, Tarkwa, Cape-Coast etc.

COURSE OBJECTIVES

- To create awareness among participants on importance of safety and environmental management at the national and corporate levels.

- To equip participants with practical tools to help them manage safety at the workplace through proper hazard identification.
- To expose participants to the general concept of waste management and how they can apply the concept in managing their industrial and office waste.
- To equip participants with strategies to conserve energy (power) at the workplace with the aim of ensuring cost saving in energy expenditure and its relevance to environmental protection.
- To improve participants knowledge in general safety and health management.

TRAINING MODULES

- Legal Frameworks on Safety, Health and Environmental Management
- Introduction to Occupational Health and Safety Management Systems
- Environmental Management and Sanitation
- Risk Assessment
- Emergency Preparedness and Response Plan
- Implementation Tools in Environmental Management
- Energy Conservation/Efficiency

NO. OF PARTICIPANTS

24 from various companies and included Human Resource Managers, Quality Control Officer, Safety Officers, Environmental Officers etc.

RESOURCE PERSONS

Kwadwo Asah; Gershon Odum, DCFO Kwame Kwarteng; Issac Oduro



3.7 Safety & Environment Training

HIGHLIGHTS



3.7 Safety & Environment Training

W. Occupational Safety and Health Management Training Course for Staff of Elssykess Company Limited

Date: July 6 & 7, 2010

Client/Company: Elssykess Company Limited

Location: Community 25, Tema, Ghana

COMPANY BRIEF

Elssykess Company Limited is a small to medium-sized enterprise involved in the processing, packaging and exporting of traditional Ghanaian foods to various countries in Western Europe and the United States. The company's product lines include - Gari, Banku mix, Kokonte, Peanut Butter, Cassava Flour, Tom brown, Mixed Spices, Palm Oil etc.

United States African Development Foundation (USADF) of the United States of America (USA), and Development Solution Centre (DSC) based in Ghana provided financial and technical assistances to Elssykess Company Limited to expand and scale up its operations. This included best practices in Safety and Health Management.

MBA Consult Limited was engaged to provide the training and also develop a Safety & Health Management System for implementation by the company.

TRAINING/COURSE OBJECTIVES

- To expose as well as deepens participants' knowledge on corporate safety and health management with emphasis on the impacts associated with weak management of the company's safety and health responsibilities.
- To equip participants with practical tools to help them identify hazards and assess risks in the working environment.
- To deepens participants knowledge in fire safety management
- A move towards developing a safety conscious workforce and thereby developing a positive safety and health culture in the company.

TRAINING MODULES

- Fire Safety Management
- Causes and Prevention of Accidents
- Accident Investigation and Reporting,
- Organizing for Safety and Health Management
- 'Management' and 'Employee' Responsibilities
- Manual Handling
- Ergonomics

NO. OF PARTICIPANTS

25, consisting of senior management and employees from various departments of the company – Transport, Production, Administration, Marketing etc.

RESOURCE PERSONS

Kwadwo Asah; Richard Debrah



3.7 Safety & Environment Training

HIGHLIGHTS



3.7 Safety & Environment Training

X. Quality Management Systems (Food Safety Management System) Training Course for Elssykess Company Limited

Date: July 12 and 13, 2010

Client/Company: Elssykess Company Limited

Location: Community 25, Tema, Ghana

COMPANY BRIEF

Elssykess Company Limited is a small to medium-sized enterprise involved in processing, packaging and exporting traditional Ghanaian foods to various countries in Western Europe and the United States. The product lines include - Gari, Banku mix, Kokonte, Peanut Butter, Cassava Flour, Tom brown, Mixed Spices, Palm Oil etc.

United States African Development Foundation (USADF) of the United States of America (USA), and Development Solution Centre (DSC) based in Ghana provided financial and technical assistances to Elssykess Company Limited to expand and scale up its operations. This included best practices in Quality Management, i.e. Quality Management Systems.

MBA Consult Limited was engaged to provide the training and also develop the management system.

COURSE OBJECTIVES

- To train selected members (food processing team) in Quality Management System (QMS) who will intend cascade the knowledge gain to other employees of the company.
- To expose participants to international quality and food standards – ISO 9001 and ISO 22000
- To outline the specific roles of employees in ensuring better quality products
- To deepen participants knowledge in the development and implementation requirements of ISO 9001 and 22000
- A move towards developing a quality conscious workforce in the company.

TRAINING/COURSE MODULES

- Prerequisite Programs
- Components of ISO 9001
- Components of ISO 22000
- Management and Employee Responsibilities
- Quality Assurance
- The Process Approach
- Resource Management
- Product Realization

NO. OF PARTICIPANTS

25, consisting of both senior management and other staff

RESOURCE PERSONS

Dr. Osei Amponsah



3.7 Safety & Environment Training

HIGHLIGHTS



3.7 Safety & Environment Training

Y. Occupational Safety and Health Management and Food Safety Management Systems (FSMS) Training Course for Management & Staff of Everpure Ghana Limited

Date: May 25, 2010

Client/Company: Everpure Limited

Location: Community 11, Tema, Ghana

COMPANY BRIEF

Everpure Limited is one of the leading purified water producing companies in Ghana. The company is located in Community 11 in Tema and had a workforce of 200 employees consisting of 120 males and 80 females at the time MBA trained the company's staff.

Right from its formative stages, Everpure committed to instituting Health and Safety Management Systems including obtaining international certifications such as OSHAS 18001:2005.

In view of this commitment, senior management proposed training of the entire staff of the company in general safety practices and Food Safety Management Systems to help create some awareness among staff and to provide a basis of developing a positive safety culture in the company.

MBA Consult Limited was contracted by Everpure to provide the training.

COURSE OBJECTIVES

The one-day course had the following specific objectives:

- To help set the context and develop the framework for safety and health management in the company.
- To create awareness among employees (participants) on the importance of effective management of the company's safety, health and quality responsibilities.
- To outline the specific roles of senior management and employees in safety and quality management systems.
- To improve employee's knowledge in safety and health management.

TRAINING/COURSE MODULES

- Impacts of Weak OSH Management
- Hazard Identification
- Causes and Prevention of Accidents
- Elements of Food Safety Management System (ISO 22000)
- Quality Management System (ISO 9001)

NO. OF PARTICIPANTS

150 (This number included senior management and general staff)

RESOURCE PERSONS

Kwadwo Asah



3.7 Safety & Environment Training

HIGHLIGHTS



3.7 Safety & Environment Training

Z. Health and Safety Awareness & Capacity Building Training Course for Christian Mothers Association (CMA)

Date April 26 & 27, 2010

Client/Company: Christian Mothers Association

Location: Damongo, Northern Region, Ghana

CLIENT/COMPANY BRIEF

Christian Mothers Association (CMA) – Damongo is an Association of 1,557 women based in the Damongo Diocese of the Catholic Church in the Northern Region of Ghana. The Association is principally engaged in picking shea nuts from the wild and processing into shea butter for sale primarily to Naasakle Limited, the Association’s strategic partner.

United States African Development Foundation (USADF) of the United States of America (USA), and Development Solution Centre (DSC) based in Ghana provided financial and technical assistances to CMA to expand and scale up its operations. This included best practices in Health, Safety and Environmental Management.

MBA Consult was engaged to provide the health, safety and environment training and also develop policies and procedures for implementation by the Association.

COURSE OBJECTIVES

- To set the context by exposing participants to procedures towards developing and implementing Occupational Safety and Health Management System in the Association.
- To expose participants to the significant safety and health aspects associated with the operations of the Association and ways to manage them.
- Deepens participants knowledge on the impacts of weak Occupational Safety and Health management
- A move towards developing a positive safety and health culture in the Association.

TRAINING/COURSE MODULE

- Legal Framework on Occupational Safety and Health Management in Ghana.
- Organizing for Occupational Safety and Health (OSH) Management
- Safety and Health Aspects of CMA’s Operations
- Accident Prevention – Principles and Techniques
- Risk Assessment
- Responsibilities of ‘Senior Management’ and ‘Employees’ with respect to Occupational Safety and Health Management
- Use and Management of Personal Protective Equipment (PPE).

NO. OF PARTICIPANTS

17

RESOURCE PERSONS

Kwadwo Asah



3.7 Safety & Environment Training

HIGHLIGHTS



3.7 Safety & Environment Training

ZA. Health and Safety Awareness & Capacity Building Training Course for Staff of Naasakle Limited

Date: April 28 & 29, 2010

Client/Company: Naasakle Limited

Location: Damongo, Northern Region, Ghana

COMPANY BRIEF

Naasakle Limited is a private limited company registered under Ghana's companies code 1963 (Act 176). The company is engaged in shea butter production for export to the United States of America (USA) market. Its main operation center in Damongo in the Northern Region of Ghana was set up to form a strategic linkage with the Christian Mothers Association (CMA) to provide labour, quality shea nuts and butter to the company for further processing/packaging in order to meet standards of the export market.

United States African Development Foundation (USADF) of the United States of America (USA), and Development Solution Centre (DSC) based in Ghana provided financial and technical assistances to Naasakle Limited. This included best practices in Health, Safety and Environmental Management.

MBA Consult was engaged to provide the health, safety and environment training and also develop policies and procedures for implementation by the company.

COURSE OBJECTIVES

- To set the context by exposing participants to procedures towards developing and implementing Occupational Safety and Health Management System in the Association.
- To expose participants to the significant safety and health aspects associated with the operations of the company and ways to manage them.
- Deepens participants knowledge on the impacts of weak Occupational Safety and Health management
- A move towards developing a positive safety and health culture in the Association.

TRAINING/COURSE MODULES

- Legal Framework on Occupational Safety and Health Management in Ghana.
- Organizing for Occupational Safety and Health (OSH) Management
- Safety and Health Aspects of Naasakle's Operations
- Accident Prevention – Principles and Techniques
- Risk Assessment
- Responsibilities of 'Senior Management' and 'Employees' with respect to Occupational Safety and Health Management
- Use and Management of Personal Protective Equipment (PPE).

NO. OF PARTICIPANTS

17

RESOURCE PERSONS

Kwadwo Asah



3.6 Safety & Environment Training

HIGHLIGHTS

