

## Company Profile

# CENTER FOR OCCUPATIONAL SAFETY & HEALTH (U) LTD

Occupational Health .  
Safety & Environmental  
Management Systems

**WINNER  
2021**



African Excellence  
Awards

BEST HEALTH & SAFETY  
MANAGEMENT ORGANISATION  
UGANDA 2021

**WINNER  
2022**



African Excellence  
Awards

BEST SAFETY & RISK MANAGEMENT  
ORGANISATION UGANDA  
2022

**WINNER  
2023**



SAFETY & RISK MANAGEMENT  
CONSULTANCY OF THE YEAR  
2023

TRAINING . AUDITING . PPES . RISK ASSESSMENT . INSPECTIONS . OSH  
DOCUMENTATIONS . HAZARD ANALYSIS . POLICY FORMULATION . FIRE  
PREVENTION & MANY MORE.



# Company Profile <sup>1</sup>





## WHO WE ARE:

COSH specialises in providing tailored health, safety and environment services in East Africa to different organizations in all sectors.

we assist with individual projects and can provide health and safety solution whereby we can be nominated as one of your legally required competent health and safety entity at any site.

Many organisations appoint COSH to give them more time to focus on core business whilst at the same time achieving cost savings and peace of mind



## Our health and safety management services will ensure that there is:

- **A written policy** or 'mission statement' for health and safety management in your workplace that provides a structure for control and accountability.
- **A plan** for hazard identification, risk assessment and risk control, emergency preparedness and response, with identification of legal and other standards that apply.
- **A long-term health and safety objective** to plan the management targets and actions to achieve them.
- **A definition of the organisational structure;** allocate health and safety responsibilities to employees, link to operational control arrangements; and ensure competence, training and consultation.
- **Presentation:** this is a crucial resource which can make a valuable contribution to the overall organisational response to risk.
- **Two-way** communication about the system.
- **Consultation** between the workforce, clients/suppliers and other stakeholders (e.g. regulators, trade unions, neighbours) to shape the risk management programme.
- **Implementation** of management processes and plans, from risk assessment to audits.
- **Measurement of performance** – using reactive data (work-related injuries, ill health, diseases, near misses and other incidents) and active data on routine inspections, health and safety committees, training and risk assessments.

## Our services include

All HSE Training topics
Risk assessment
Inspection
Auditing
HSE documentation
PPE Needs Assessment
Fire Prevention Planning
Environmental Impact Assessment
Managing health and safety at workplace for different projects
Supply of HSE devices i.e for noise, air quality, gas monitors, vibration among others





## Mission

Our overarching mission is to partner with our clients to assist them to achieve their goals and objectives through the application of Sound Occupational Safety, Health and Environmental management systems.

## Vision

Be the consultant of choice in the field of Occupational Safety, Health and Environment while providing a rewarding experience to our clients.

## Values

Our values identify how we conduct our business and operate as a company, as well as what we expect from our clients. COSH is a firm that expects:



## Occupational Safety & Health Specialists

We have got internationally recognized specialists responsible for preventing, reducing, and eliminating harmful situations in the workplaces. These individuals whose services have been utilized by clients in construction, manufacturing and oil and Gas sectors have set up Workplace Health Safety Management Systems (WHSMS) in our clients' workplaces.



**Figure 1** COSH Consultant measuring air quality and noise level at Kikagati Hydro Power Project

## HSE Trainers

These have educated employees of our clients on how to recognize hazards in the workplace and preventive measures. They comprehensively evaluate work conditions and methods as well as materials used on the job. They offer training to project managers successfully accomplish their project assignments with zero injuries.

Our training programs are intended to provide a variety of training to workers with some safety responsibility. All our trainings emphasize identification, avoidance, control and prevention. We also assess the safety signage that is needed on different worksites. We identify hazards, identify who is at risk, evaluate significant risks, decide on controls and make review. This is because we believe that working safely may get old and so do those who practice it

## OCCUPATIONAL HEALTH & SAFETY



**" working safely may get old,  
but so do those who practice it"**



Figure 2 Training Top Management on Health and Safety

It's our belief that effective management of health, safety and environment within an organization addresses these important issues:

- Legal issue
- Financial issue
- Ethical and moral issues

The issues above are vital to employee well being, financially beneficial to business and crucial in enhancing the reputation of businesses and helping them achieve high performance in production.

## ● Occupational Safety & Health Manpower Staffing

Workplace safety professional manpower supply in East Africa is generally rare to find due to inadequate safety specialists to engage in identifying Safety officers for different employers.

We pride ourselves in being the only specialists in this field in Uganda. We are dedicated to recruiting EHS professionals for safety jobs in the country. We provide excellent safety manpower at all levels and in all sectors. We have enjoyed a great reputation of serving major multinational companies and government ministries to their satisfaction. Our clients in construction, oil and gas, energy, manufac-

turing, installations, education among others have tasted our professionalism in this field. Our specialists execute desired functions with appropriate safety standards at all levels of EHS jobs in the organization.



Our consultants have wealth of experience in;

- Analyzing contracts, safety plans and written procedures to verify relevance to work environment
- Recognizing health, safety and environment standards.
- Air permitting
- EHS Audits
- Interpreting complex regulations and codes and applying them to the job
- Sampling for environmental standards to employees and the general public
- Waste characterization/minimization



## Developing Worksite Safety Programs

We design a written workplace safety program (WWSP) that acts as your road map to safety. This provides with strategy for developing a management plan to address safety concerns in your company. It is important your workplace be as safe as you can possibly make it. The guide we provide you with helps to accomplish that goal.

A WWSP is a management approach for identifying, evaluating, analyzing and controlling workplace safety and health hazards. It includes developing systematic policies, procedures, and practices fundamental to creating and maintaining a safe and healthy environment.



## Why Develop a WWSP

The implementation of WWSP is a proven and effective method for eliminating accidents and injuries among your employees. Controlling injuries can save your company money in workers' compensation costs, reduces employee time away from work and helps to improve productivity and morale.



"As soon as you see a mistake and don't fix it, it becomes your mistake"

## Risk Control Services

### *Risk Know-How*

Insuring against loss is smart. Preventing losses from ever happening is unquestionably smarter. Here at COSH we are well-equipped to help you work towards that goal.

Our experienced Risk Control Specialists are distinguished for their dynamic knowledge of regulations, employment issues, and current litigation and liability trends as well as the behavioral aspects of loss control and accident prevention.

More importantly, COSH risk control team has a unique ability to use inventive, participatory consultation techniques to help our clients protect their organizations from expected and unexpected sources of loss.

PMC offers several important Risk Control Service categories:

## Safety and Compliance Audits

**Identifying facility and procedural loss exposures is the first step toward mitigation.**

With a focus on Environmental Health & Safety issues, our consultants observe clients' premises and processes to determine whether they're fully compliant with regulatory mandates and "best practices" methods. We assist in setting priorities to optimize your short- and long-range strategies. And while we're taking a close look, we're also noting the things you're doing well.

The Health & Safety Audit is carried out by an experienced and fully qualified COSH Consultants.

### The Consultant:

- Assesses the extent to which your company complies with the relevant legislation.
- Reviews your organisation's health & safety policies, arrangements and management systems.
- Covers the requirement to manage health & safety risks as detailed in HSE guidance.

**Following the Audit, we carry out a Workplace Health and Safety Inspection, which includes:**

- A comprehensive inspection of the workplace.
- An overview of health & safety compliance.
- Advice and guidance on compliance with legislation and best practice.
- Speaking with employees where appropriate.

**Findings and recommendations from the Health and Safety Audit are recorded in a comprehensive report, which includes:**

- An executive summary with prioritized findings and recommendations.
- An Action Plan covering all findings and recommendations.
- Photographs.
- Management Audit Checklist
- Workplace Inspection Checklist
- Health And Safety Audit Document



## Plan Review and Development

**Unique operations require unique programs.** We take the time to understand your necessary activities and ultimate objectives. Whether you are interested in a comprehensive safety policy or specific areas such as disaster preparedness, chemical inventory or fleet safety, we will ensure that you have a program that fits. More importantly, it will be communicated in a way that promotes employee understanding and that can be readily adopted by your management team.

## Training Programs

**Another indispensable tool in an effective risk control program is the training provided to your managers and employees.** We offer customized, memorable and effective training programs covering specific industries and issues. Our concise and enjoyable format encourages the retention and use of the

information conveyed. Our highly qualified consultants will help ensure that your employees are trained in every aspect of health and safety that presents a significant risk. Our courses are delivered on site across the region.

The training we provide will be :

- Applied to your working environment.
- Provided by competent trainers.
- Interactive, allowing full participation.
- Fully documented and certificated.

Using our extensive knowledge and experience, we can design an instructional event tailored to fit the culture of your organization.

COSH is flexible and highly informative training sessions are conducted by skilled presenters who include interactive and multimedia components. Through these very popular learning opportunities, your employees learn to effectively reduce the likelihood and occurrence of accidents and losses. They even have fun doing it.

# Some of our clients



Some of our clients



## Profiles of our Consultants

### Miss. Atwine Hope

**I am a Quality, Health and Safety and Environment (QHSE), Trainer and Consultant. I have experience and knowledge in implementing Quality management system ISO 9001:2015 and Quality tools, Environmental Management System ISO 14001:2015, Occupational Health and safety ISO 45001:2018, Food Safety Management System ISO 22000:2005**

I have worked for Rwanda Standards Board, where I held the position of Quality and Environment Management System Officer. I trained in Auditing managing system and I have audited over 25 companies implementing management systems. I am a lead auditor in Quality Management system and Food safety management systems. I hold a Bachelors' degree in Environmental Engineering and Management from Kyambogo University (2011)

- Lead auditor course Quality Management System ISO 9001:2015
- Lead Auditor course Food safety Management System 22000:2005
- Train the trainer Environmental Management System ISO 14001:2015
- Occupational Safety and Health
- Train the Trainer

### Mr. Maniriho Didan

**He is qualified Health, Safety and Environment Practitioner with 9 years of practical experience.** Holds BA Social Sciences (MUK), International diploma in Occupational Health and Safety (NEBOSH UK) and several certificates in Fire Safety and First Aid.

### Mr. Wafula Robert

**Holds Msc in Health, Safety and Risk Management from Robert Gordon University Aberdeen (UK), NEBOSH International Diploma in Occupational Health and Safety (UK) and IRCA OSH Management Systems Auditor Certificate.**

He commands over 10 years of experience as a Trainer in Occupational Health and Safety in the Middle East.

## Mr. Katushabe Sergius

**Sergius is a Health Safety and Environment (HSE) professional and training Consultant with vast experience in teaching, training and assessing learning programs particularly Health Safety and Environment, ISO & Total Quality Management now working with the Center for Occupational Safety and Health (COSH) as a senior Consultant and Trainer.**

His breadth of experience spans various industries that include Oil and Gas, Manufacturing and Construction.

He holds a Bachelor's degree in Environmental Management from Makerere University Kampala (MUK-2011) Uganda, an Advanced Certificate in Petroleum Technology from Stavanger Offshore Tekniske Skole (SOTS-2011) Norway and a Diploma in Environmental Management from Galilee International Management Institute (GIMI-2012) Israel.

He is certified Oil and Gas Safety and Health Professional (Oil and Gas Safety Manager, Supervisor, Specialist and Trainer of Trainees) by the Occupational Safety and Health Academy (2016), USA.

**Other Qualifications** and Certifications he holds include the following but are not limited to; Basic and Advanced First Aid Level 1,2 and Advanced First Aid Training by City Ambulance Uganda (October 2017) & Occupational First Aid Training by Ambulance Africa Ltd (March 2017). Total Quality Management and ISO 9001:2015/22000/27000 & Six Sigma awarded by the National Institute of Micro Small and Medium Enterprises (NIMSME-2017), Hyderabad-India.

## Mr. Nahabwe Andrew

**Andrew Nahabwe is certified occupational Health and Safety Specialist, Certified OSH Train-the-Trainer having finished all professional courses at OSHA Academy Safety Institute, Oregon USA. NEBOSH IGC and IOSH Certified,**

He has over 10 years of experience with a specialization in Occupational Health and Safety Management, Regulatory Compliance, Risk Assessments, risk control and safety auditing. He has given Solution Consulting to various Chemical, Oil and Gas, construction, Railway and manufacturing companies for their Health & Safety and Compliance Requirements in Abu Dhabi, Nigeria, Rwanda, Burundi, United Arab Emirates and Uganda. He also has Bachelor's Degree in Social Sciences from Makerere University

## Mr. Rugaba Isaac

**BASS(MUK) IOSH(UK) Over 10 Years in QHSE Mgt. Led a team of many consultants in execution of different Quality Health Safety and Environment assignments, roles and responsibilities across the region.**

He also manages other companies in the food and beverages among others. Currently He is the Chief Executive officer Center for occupational safety and health limited.

## ADDITIONAL SCOPE

### **Consultancy in ISO standards in all Organizations.**

We provide consultancy services in ISO standards by having a team of experts that guide the organizations to take on ISO Certification from start till the award of the certificate.

The ISO standards use the Pla-Do-Check-Act approach to help analyze aspects critically to create opportunities for improvement.

### **ISO 9001:2015: Quality Management System.**

This standard helps the organisation to improve customer focus and satisfaction by putting controls on all internal processes. It is the mostly used standard worldwide and has been proven to improve business profits once effectively implemented.

### **ISO 14001:2015: Environmental Management System.**

This standard promotes environmental management analyzing how business operations impact the environment and putting in place control measures. Organizations would like to associate with companies which are environmentally conscious.

### **ISO 45001:2018: Occupational Health and Safety Management System**

This standard improves workplace injuries and ill health thus making a safe workplace where employees can work safely leading to increased productivity.

### **ISO 22000:2018: Food Safety Management System.**

This standard helps organizations to produce food that is safe without compromising the quality by analyzing food hazards at all stages of the processes.

### **Conducting Internal audits and trainings in ISO 9001, 14001, 45001, 22000.**

A proactive way to check compliance with internal procedures, international standards, legal and customer requirements. The audit helps identify areas of improvement which is key for organizations to improve their processes.

We also train employees to become internal auditors so that they can be able to audit their systems.

## ***PECB signs a partnership agreement with Center for Occupational Safety and Health (U) Ltd - COSH***

**PECB is a certification body that provides education, certification, and certificate programs for individuals and organizations on a wide range of disciplines**

**Following our partnership with PECB, we can offer a range of trainings and certifications cheaply but with international standard**

## **PECB TRAINING COURSES**

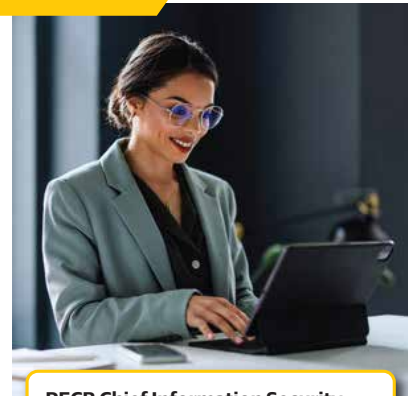
### **INFORMATION SECURITY**



**ISO/IEC 27001 Information Security Management Systems**



**ISO/IEC 27002 Information Security Controls**



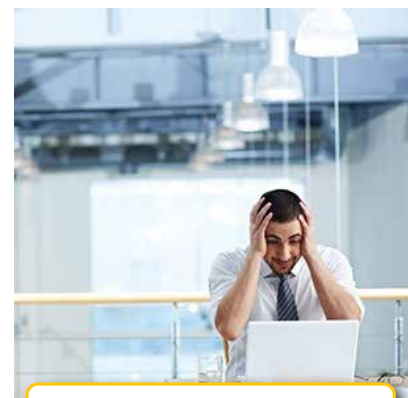
**PECB Chief Information Security Officer**



**Risk Assessment Methods**



**ISO/IEC 27005 Information Security Risk Management**



**ISO/IEC 27035 Information Security Incident Management**

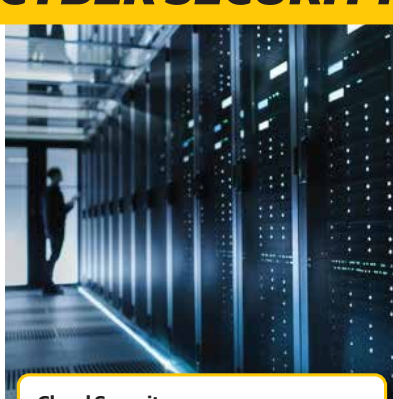




# CYBER SECURITY



Cybersecurity Management



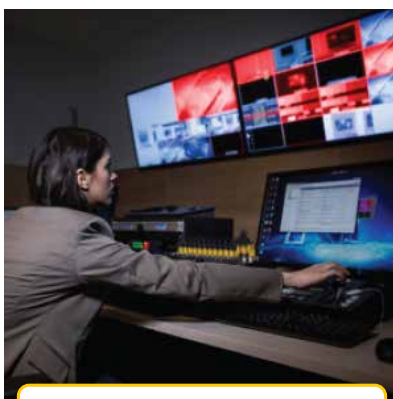
Cloud Security



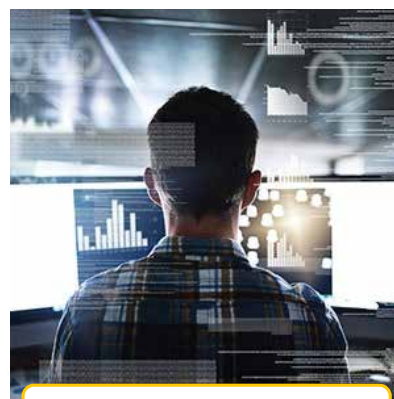
Penetration Testing Professional



Ethical Hacking



SCADA Security Manager



Computer Forensics



ISO/IEC 27033 Network Security



Cybersecurity Maturity Model Certification (CMMC)



NIS 2 Directive



## **CONTINUITY, RESILIENCE AND RECOVERY**

- ISO 22301 Business Continuity Management System
- Disaster Recovery
- ISO 22316 Organizational Resilience
- ISO 22317 Business Impact Analysis
- Outsourcing
- Crisis Management

## **GOVERNANCE, RISK, AND COMPLIANCE**

- ISO 31000 Risk Management
- ISO 37001 Anti-Bribery Management System
- ISO 37301 Compliance Management System
- ISO/IEC 38500 IT Governance
- Operational Risk Management in Financial Institutions
- ISO 37002 Whistleblowing Management System
- Root Cause Analysis

## **PRIVACY AND DATA PROTECTION**

- ISO/IEC 27701 Privacy Information Management System
- General Data Protection Regulation (GDPR)

## **DIGITAL TRANSFORMATION**

- Digitalization and Electronic Archiving
- Digital Transformation

## **QUALITY AND MANAGEMENT**

- ISO 9001 Quality Management System
- ISO 21502 Project Management
- ISO 13485 Medical Devices Quality Management System
- ISO/IEC 17025 Laboratory Management System
- ISO/IEC 20000 IT Service Management System
- Six Sigma
- ISO 21001 Educational Organizations Management System
- ISO 55001 Asset Management System
- ISO 28000 Supply Chain Security Management System

## **HEALTH AND SAFETY**

- ISO 45001 Occupational Health and Safety Management System
- ISO 22000 Food Safety Management System
- ISO 18788 Security Operations Management System
- ISO 20400 Guidelines for Sustainable Procurement

## **SUSTAINABILITY**

- ISO 50001 Energy Management System
- ISO 14001 Environmental Management System
- ISO 37101 Management Systems for Sustainable Development in Communities
- ISO 26000 Social Responsibility Management System



**UBC**  
UGANDA

**Andrew Nahabwe**  
Occupational Health and Safety Specialist

**TOPIC:** Fire prevention and emergency preparedness

**TUESDAY**  
18TH JANUARY 2022

**HOST**  
Cyagenda Semakula  
@CyagendaSZ

**TIME**  
9:00AM

#UBCGMUEXTRA



**nbs**

**BUSINESS PERSPECTIVE**

**TOPIC:** How prepared is Uganda to invest in health and safety for oil and gas?

**GUEST:** Isaac Rugaba  
CEO, CASH

**MON | 8:30PM**  
FEB. 14, 2022

**nbs**

**BUSINESS PERSPECTIVE**

**TOPIC:** How prepared is Uganda to invest in health and safety for oil and gas?

**GUEST:** Andrew Nahabwe  
Occupational Health Specialist

**MON | 8:30PM**  
FEB. 14, 2022



**mea awards** African Excellence Awards

**Center for Occupational Safety & Health**

**BEST HEALTH & SAFETY MANAGEMENT ORGANISATION UGANDA 2021**

**COSH**



## Company Profile



### SOCIAL MEDIA PLATFORMS

#### Google Plus

Link: <https://plus.google.com/u/0/103080854614855056412>

**coshuganda@gmail.com**

#### Twitter

Link: <https://twitter.com/COSHUGANDA>

**@COSHUGANDA**

#### LinkedIn

Link: [www.linkedin.com/in/coshug](http://www.linkedin.com/in/coshug)

#### Facebook

Center for Occupational safety and health

#### Youtube:

<https://www.youtube.com/channel/UCIZkv0qhMOshkChRZa6T8Tg>

Connect  
with us



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