

# Khalid Nazir - EHS Manager

- Ex Procter and Gamble • Ex Mondelez International
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## Executive Summary

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Mechanical Engineer by qualification, having 15+ years of professional experience in managing Health, Safety and Environment systems for various industry sectors i.e., FMCG, Chemical, Construction, Food and Telecom. I have Experience of working with multinationals like Procter & Gamble, Mondelez International and Ericsson in GCC.

Highly experienced HSE Manager with a successful track record of ensuring safety compliance and reducing workplace risks. Proven ability to develop and implement effective safety strategies to protect personnel, assets, and the environment.

Ability to engage and influence the leadership team to promote a culture of ownership and accountability to ensure that HSE matters are embedded in all business decisions and built into all the activities across the business.

I worked with the internal and external stakeholders on health & safety, quality, sustainability, environment, continual improvement, change, and risk management matters.

I was based in Manama, Bahrain from Sep 2017 until July 2024 and recently relocated to Islamabad, Pakistan because of the business need. I have Bahrain Golden Visa.

## Key Skills

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- Risk Management (OHS / Environment)
- Incident Management / Loss Prevention
- Chemical Management
- Machine Safety (LOTO, Interlock, Guards, PPEs)
- Sustainability & Environmental Footprint Reduction
- Lean Manufacturing (IL6S, PDCA, DMAIC, Continuous improvement, 5S)
- EHS Auditing / Legal Compliance
- Emergency Response Planning
- ISO 14001 / 45001 Implementation

## Employment History

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### EHS Manager for GCC and Pakistan

*Ericsson – Bahrain / Pakistan (Sep 2017 – Present)*

As the EHS Manager at Ericsson, my mission is to embed a robust safety culture and ensure a thriving work environment. This role leverages my expertise in developing strategic EHS programs that have significantly enhanced productivity and safety across GCC and Pakistan (operation, projects, supply chain, offices, warehouses) and collectively supported the organization's vision of zero accidents.

I led a team of experts that supports the business in proactively managing EHS risks and fostering a positive culture of safety, well-being, protection of the environment, and continual improvement.

## **Achievements and Accomplishments:**

- Developed and rolled out the AI Remote EHS Pre Work Inspection Program, which increased productivity, reduced driving hours, carbon footprint, fatigue, cost, and supported the organization in reaching the goal of zero accidents
- Developed and rolled out the Driver and Vehicle Safety Program (IVMS, training, behaviour monitoring, periodic inspection etc..) and achieved zero driving related accidents and reduced the direct and indirect cost
- Developed and Implemented the Fall Protection Program as per OSHA (i.e., training, coaching, monitoring etc..) and achieved zero injuries related to work at height activities
- Developed sustainability action plan which result in carbon footprint reduction and 10 % reduction in energy consumption

## **Work experience and responsibilities:**

- Develop, deploy, and continually improve the EHS, Sustainability and Health & Wellness strategic programs across the regions, ensure they are in line with organization goals and monitor their effectiveness
- Deploy EHS policies, regulations, and group directives across the regions to achieve the goal of zero accidents
- Develop and roll out the safety standards, safe working methods, guidelines, and SOPs
- Establish EHS targets for the leadership team and other stakeholders.
- Monitor, control, and report the EHS performance, targets to the leadership team
- Develop Risk Management System. Conduct strategic EHS risk assessments, identify, and communicate the hazards and ensure the risk assessment process is deployed effectively
- Develop Accident Management System. Lead the investigation of the major accidents and ensure the investigation of the accidents, near misses, equipment damage and environmental incidents is conducted, root causes are identified, and effective corrective / preventive actions are in place to avoid the recurrence. Manage and track the incident statistics for trend analysis
- Develop and roll out the EHS awareness and training programs i.e., risk assessment, incident reporting, environmental protection, sustainability, emergency response etc.
- Develop contractors' management system i.e., pre-qualification, selection, onboarding, performance evaluation etc. and review the contracts to ensure EHS requirements and guidelines are included
- Conduct Environmental impact assessments and develop action plans to reduce the organization foot prints
- Develop auditing program and conduct internal audits. Implement ISO 14001 / ISO 45001 standards and ensure the 3<sup>rd</sup> party accreditations are obtained and maintained
- Conduct legal compliance assessment and ensure the company activities are in full legal compliance with local laws and regulations
- Develop emergency response plans, ensure the organization is prepared for emergencies and organise emergency drills i.e., fire, chemical spill, injury, natural disaster etc.

## **Health Safety Environment and Security Manager**

**Mondelēz International – Dammam, Saudi Arabia (Jun 2014 – Feb 2017)**

I was responsible to manage the HSSE system of the manufacturing facilities, warehouses, sales offices, and new projects. I was reporting to the Plant Manager and to the regional Safety Manager while four safety engineers were reporting to me.

## **Achievements and Accomplishments:**

- Developed and rolled out the Machine Safety Program (i.e., machine guarding, safety maps, LOTO, trainings, periodic inspections etc..) and achieved a 75 % reduction in injuries vs the previous year
- Developed and rolled out Behaviour Safety Program (i.e., BOS, BBS, OFS etc..) and achieved 90 % adherence to the use of personal protective equipment's (PPEs) vs the previous year

- Developed and rolled out the Hazard Identification Program (i.e., training, coaching, monitoring etc..) and increased hazard reporting by 25 % over the previous year

### **Work experience and responsibilities:**

- Implemented Mondelez HSE policies and standards across the plant
- Developed master plan and quarterly action plans to reach targets, KPI's and KEI's
- Prepared HSE budget, identified OPEX/Capex for EHS projects and ensured correct usage of resources
- Led HSE Pillar and develop action plans to reach the goals of each phase of Integrated Lean Six Sigma
- Built safety culture by implementing a Behaviour Observation System and nearmiss reporting system
- Improved machine safety by risk assessments, guards redesigning, installation of interlocks and emergency stops. Successfully implemented LOTO and machine guarding standards across the plant.
- Established a culture of sustainability & environmental control by robust education program
- Led inspection of interlocks, machine guards and emergency stop to ensure safe operation
- Conducted ATEX studies (process safety) for sugar grinders, storage, and transfer systems
- Developed and rolled out the hearing conservation program i.e., noise monitoring, hearing protection, use of PPEs, zoning, audiometric testing, training etc.
- Developed job safety practices and SOPs for all critical tasks
- Identified, analysed, and implemented water & energy reduction and saving opportunities
- Prepared quarterly sustainability reports and shared with management
- Built employee's and contractor's capabilities by training and coaching them to use safety tools effectively i.e., BOS, LOTO, work permit, QRP, risk assessments etc.
- Conducted risk assessments and hazard surveys of equipment's and activities
- Investigated accidents and near-miss incidents by using root cause analysis, why why and fish bone
- Conducted internal audits and prepared the plant and people to pass OHSAS 18001 and ISO 14001 external audits
- Managed Fire protection system. Led inspection of fire pump, extinguishers, heat, and smoke detectors etc. and ensured compliance with insurance and Civil Defence requirements
- Prepared Emergency Action Plans and drills for fire, injury, gas emissions, chemical spillages etc.

### **Health Safety Environment Senior Engineer**

**Procter & Gamble – Dammam, Saudi Arabia (Feb 2007 – May 2014)**

P&G is a multinational consumer goods manufacturing company. I managed the EHS systems for Dammam and Dubai Plants (manufacturing facilities, warehouses, sales offices, and new projects). I was reporting to the HSE manager, and two safety officers were reporting to me.

### **Achievements and Accomplishments:**

- Developed the Internal Auditing Program and retained the ISO certification of the organization
- Developed six easy to understand safety standards (machine safety, working at height, lifting & rigging, driver & vehicle safety, fire protection and emergency preparedness) and achieved 80 % adherence to safe work procedures
- Developed and rolled out the Ergonomic Safety Program (i.e., ergonomic assessments, redesigning of workstations and equipment's, training etc..) and changed the design of five work processes which increased the productivity, reduced WMSD, fatigue and health related issues
- Developed Waste, Water and Energy Reduction Program (i.e., utilities mapping, 3R, 5S, training etc..), achieved 70 % reduction in waste to landfill, 25 % reduction in water and 15% reduction in energy consumption

## Work experience and responsibilities:

- Implemented all objectives of health, safety, fire prevention, hygiene, dust control and environmental protection ensuring the plant complies with P&G HSE standard's, applicable local laws, and regulations (i.e., OSHA, EPA, PME, MODON etc.)
- Conducted annual internal audits to ensure compliance against all HSE standards and developed action plans for the gaps identified.
- Conducted Environmental Impact Assessment (EIA) for the operational activities and new projects
- Ensured environmental reports are submitted to PME and MODON and required permits are in place i.e., air emission, sewer discharge, storm water discharge etc.
- Developed and led action plans to reach safety and environment targets i.e., TIR, BOS compliance etc.
- Conducted risk assessments, developed action plans, and ensured timely closure of the gaps
- Led investigations for accidents and near miss incidents and developed action plans to avoid recurrence
- Developed SOP's and job safety procedures for the complex and critical tasks
- Developed training matrix and led training programs to develop people's capability
- Conducted annual emergency evacuation drills for fire, gas leak, chemical spillage, and injury
- Worked closely with the construction manager and contractors to ensure site safety and zero accidents
- Conducted daily Toolbox Safety Meetings with contractors and site staff
- Developed the chemical management system i.e. risk assessment, database, training matrix, PPEs etc.
- Ensured work permit system (i.e., hot work, work at height, work in a hazardous area, confined space, excavation, scaffolding etc.) is in place and all work permit conditions are fully adhered
- Established a culture of sustainability through a robust environmental protection education program
- Developed and led action plans for waste, water, energy, and CO2 reduction
- Prepared waste, water, and energy maps to optimize the usage, eliminate wastage, identify the major contributors, and developed the action plans accordingly
- Managed and improved the plant waste handling and disposal system
- Led plant towards "Zero Waste to Landfill "and focused on 100 % recycling
- Managed the process / sewage wastewater discharge to WWTP and ensured the compliance with WWTP wastewater quality requirements i.e., pH, TDS, COD etc.

## Education and Trainings

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**Mechanical Engineering** - University of Engineering and Technology, Taxila  
(Apr 1996 – Dec 2000)

### Trainings and Certifications:

- NEBOSH IGC Level 3 from RRC Bahrain
- IOSH MS from RRC Bahrain
- Technical Safety from London, UK
- Environmental Protection from Brussels, Belgium
- ISO 45001 / ISO 14001 / ISO 9001 from CANEA
- Dangerous Chemicals Management from Brussels
- First Aid / CPR and Fire Fighting trainings from ASTC

**Computer Skills:** Microsoft office, MS Outlook, MS Teams, AutoCAD, Gensuite, WSP etc.

## Personal Information

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- Marital Status: Married
- Nationality: Pakistani
- Driving License: Bahrain available / valid