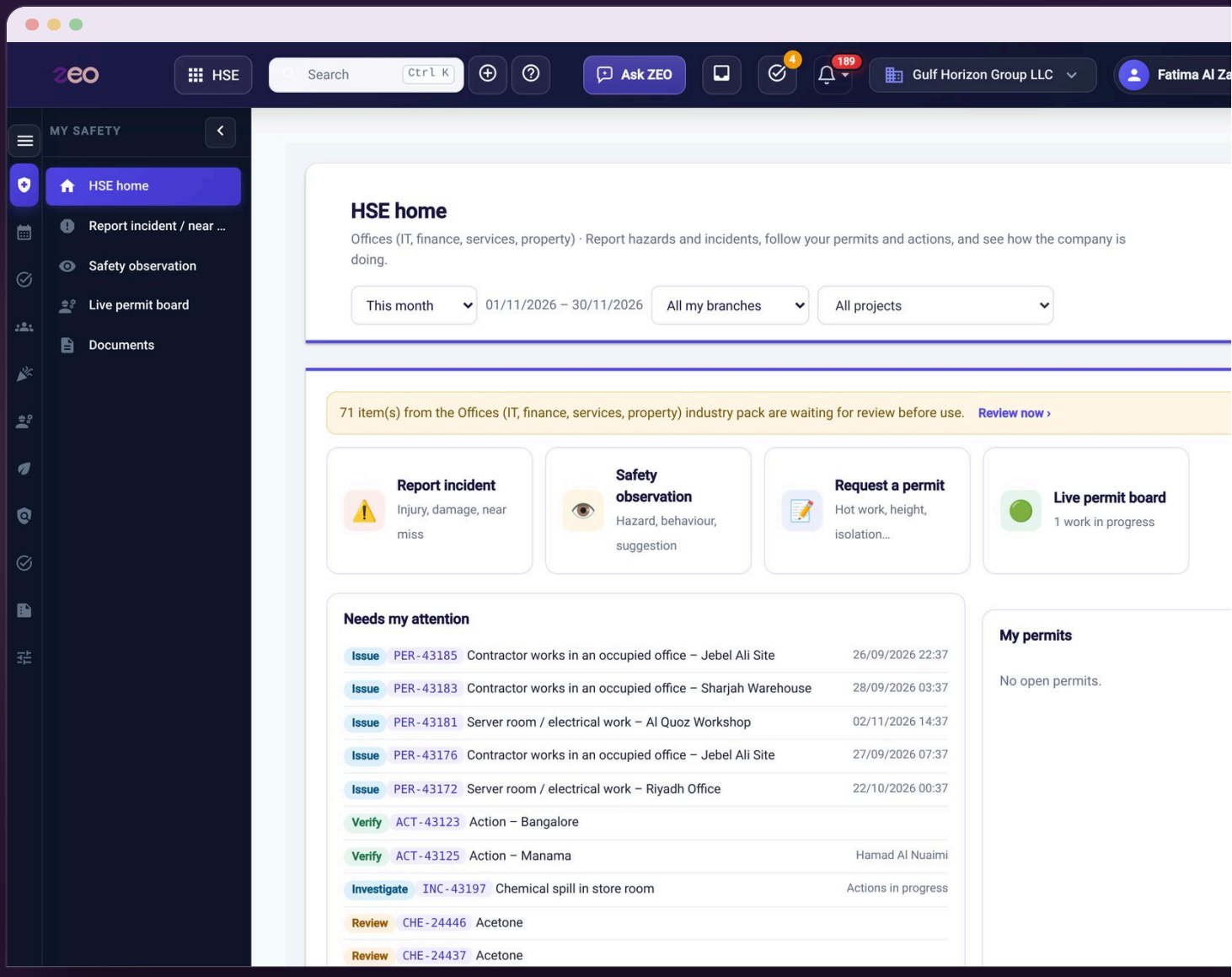
ZEO CLOUD · HSE

ZEO Cloud HSE

A complete HSE system: all 15 modules, one register for corrective actions, document control and training records. Pick your industry and the permits, inspections and competencies come pre-loaded.

BUILT FOR UAE · Saudi Arabia · Qatar · Oman · Kuwait · Bahrain · India



AT A GLANCE

ZEO Cloud HSE

A complete HSE system: all 15 modules, one register for corrective actions, document control and training records. Pick your industry and the permits, inspections and competencies come pre-loaded.

15
HSE modules plus CAPA, documents and training

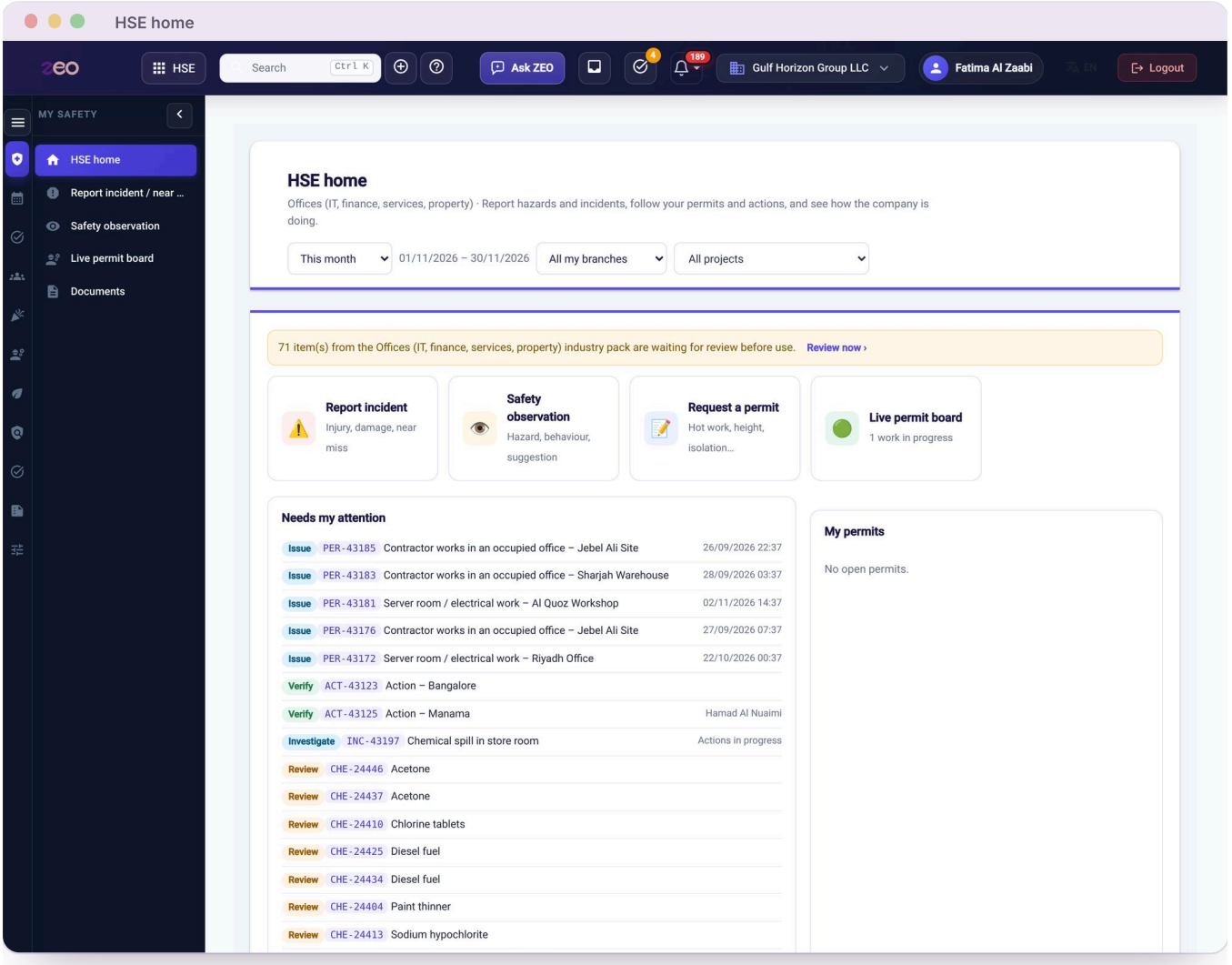
4
industry packs: construction, manufacturing, healthcare, oil & gas

QR
printed permits carry a QR code

TRIR
LTIFR and other KPIs calculated monthly

What this brochure covers

01 Incidents and observations
02 Permits to work
03 Risk assessments
04 Health and hygiene
05 Environment and chemicals
06 Assurance and quality
07 Performance
08 Training and documents

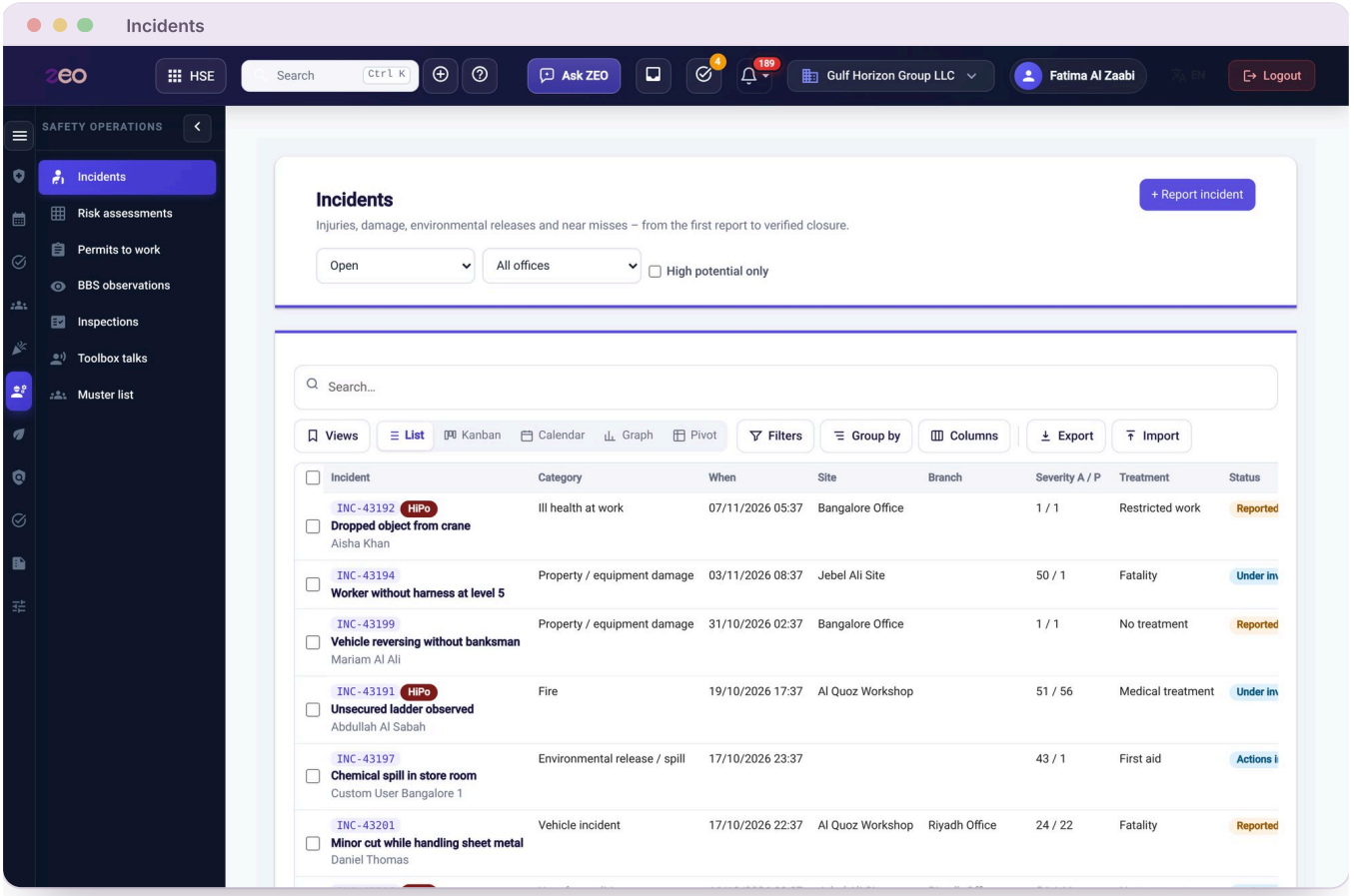


HSE home. Report an incident or observation, request a permit and see the live permit board, with everything that needs your attention.

01 Incidents and observations

Any employee can report an incident or near miss from their phone.

- Report incident or near miss from the phone
- High-potential events investigated even without injury
- Root cause, verified actions and authority reference before closing
- Behaviour-based safety observations, confidential if needed
- Trends by category and place, never by person

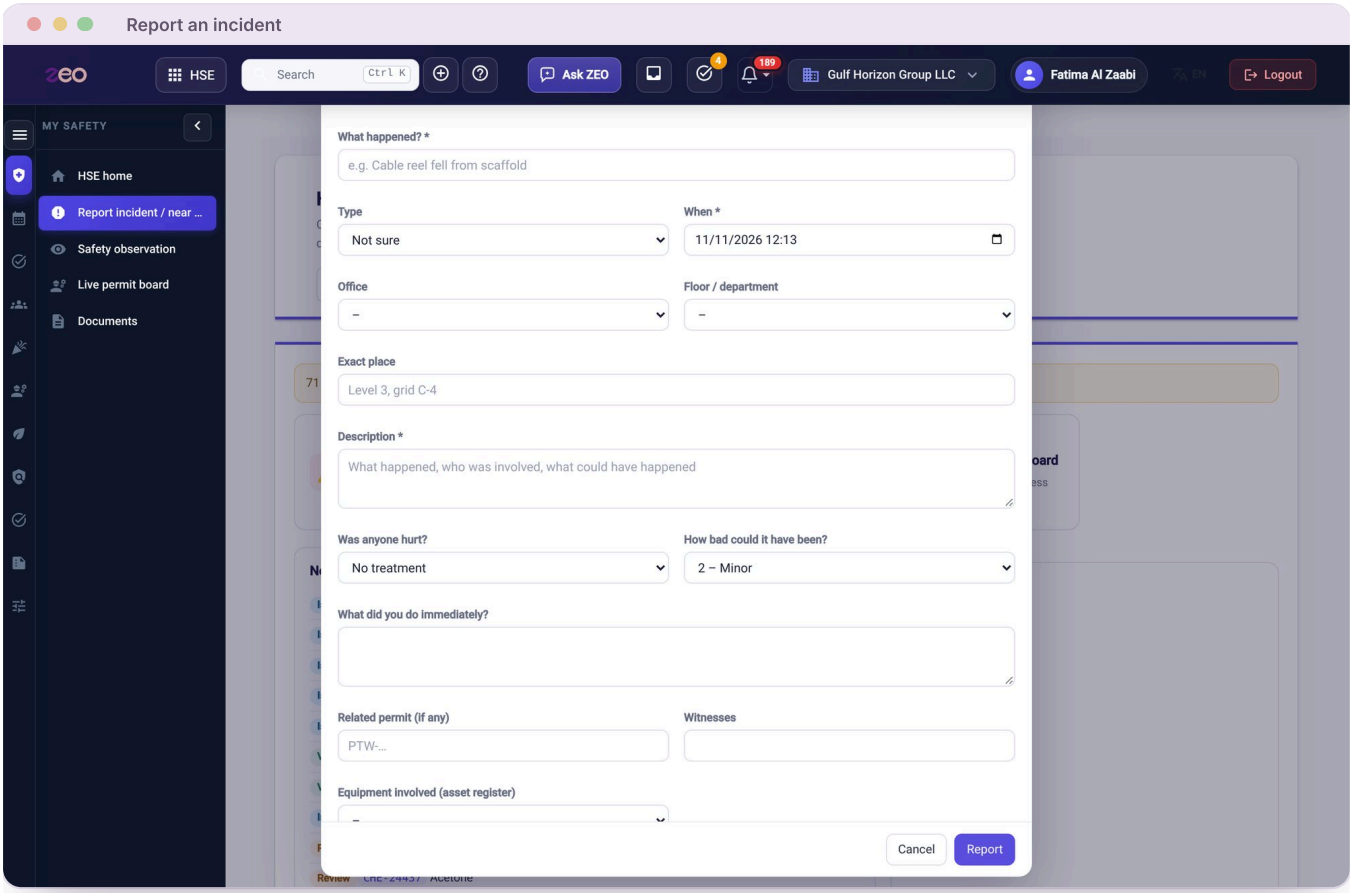


Incidents. Injuries, damage and near misses with severity, investigation and status.

02 Permits to work

A permit can't be issued until every safety check on it is complete.

- Approved risk assessment and method statement
- Fresh gas test within limits
- Isolations verified by a second person
- Approved contractor and valid crew competencies
- SIMOPS conflicts block submission
- Live permit board and hand-back checks
- QR code on printed permits

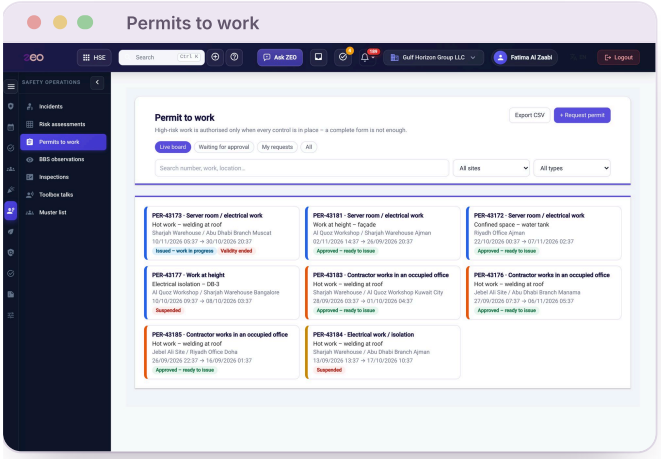


Report an incident. A short form anyone can fill in on the phone, with photos and location.

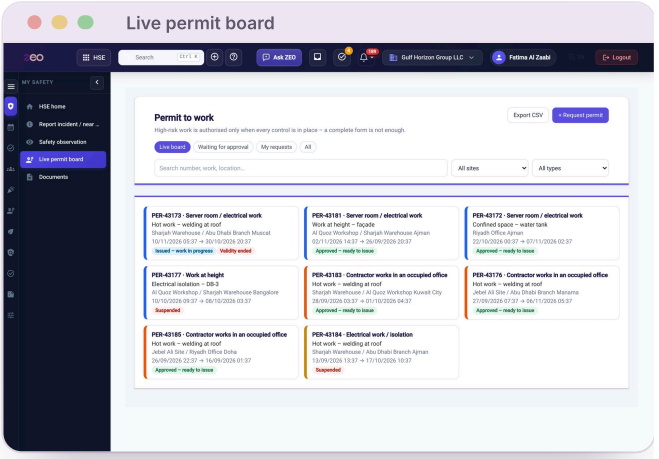
03 Risk assessments

A 5×5 risk matrix, with higher risks needing a more senior approver.

- Configurable risk bands
- Extreme residual risk is blocked
- You cannot approve your own assessment
- Reviewed after an incident or change
- New revision moves open permits to it



Permits to work. Hot work, height, confined space and isolation permits with approvals and gas tests.

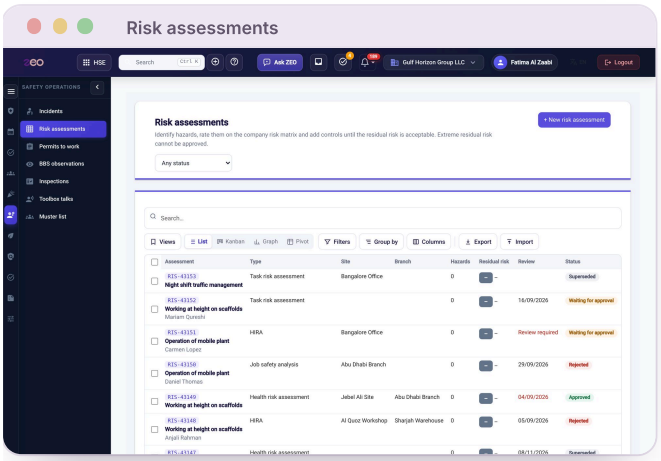


Live permit board. Permits active right now, by area.

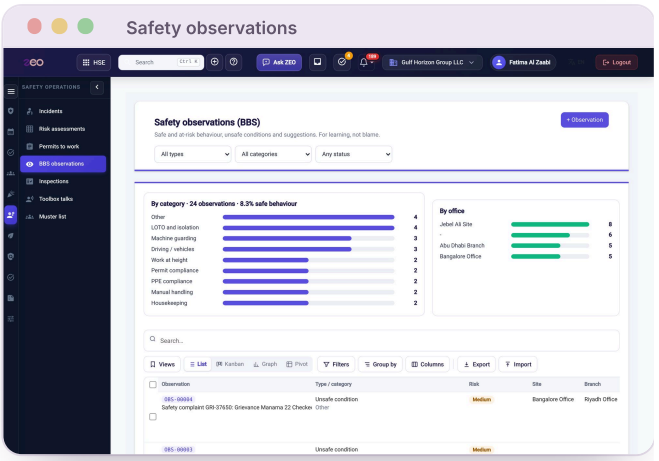
04 Health and hygiene

Health records stay private; managers only see whether someone is fit for work.

- Occupational health surveillance with next check dates
- Line managers see only fitness outcome and restrictions
- Ergonomics assessments (REBA, RULA, NIOSH and others)
- Industrial hygiene samples with calibration checks
- Exposure limits by jurisdiction



Risk assessments. Hazards, risk ratings and controls for each activity.

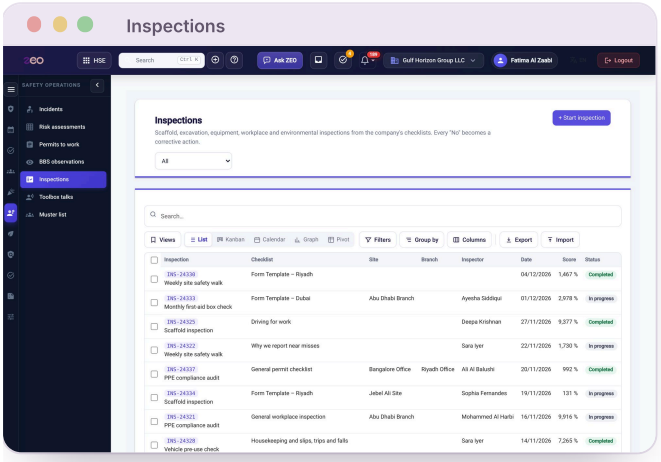


Safety observations. Behaviour-based observations, safe and unsafe.

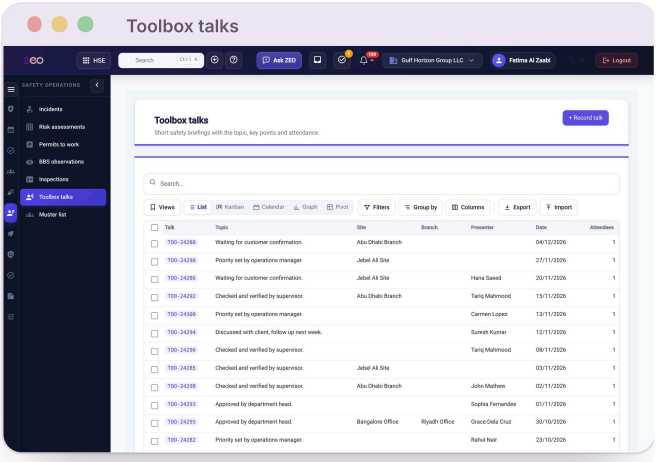
05 Environment and chemicals

Environmental readings, waste transfers and safety data sheets in one place.

- Environmental monitoring with alerts above limits
- Aspects and impacts with significance
- Waste transfer with approved carriers and manifests
- Chemicals and SDS, blocked when the SDS is over 5 years old
- Incompatible storage flagged



Inspections. Scheduled inspections with checklists and findings.

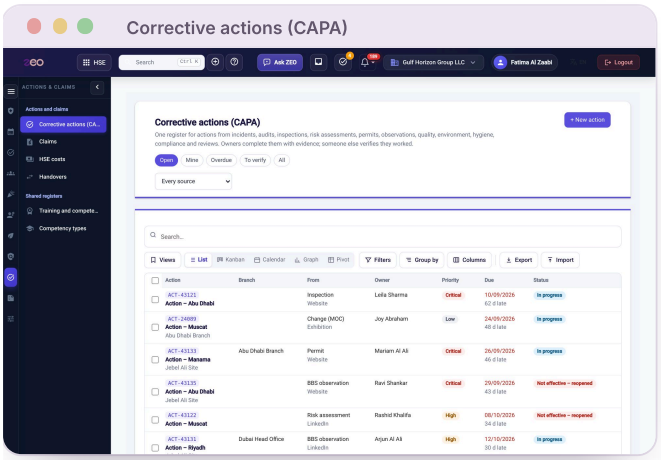


Toolbox talks. Talks held, topics and who attended.

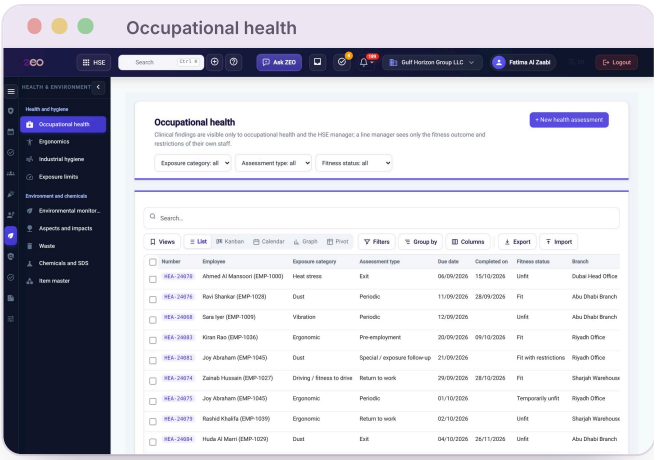
06 Assurance and quality

Audits, quality issues and legal obligations, each backed by evidence.

- Audits with checklist, automatic findings and CAPA
- Quality nonconformities with disposition approval
- Compliance register with owner and reviewer
- Management of change with impact assessment



Corrective actions (CAPA). Every action from incidents, audits and inspections, with owner and due date.

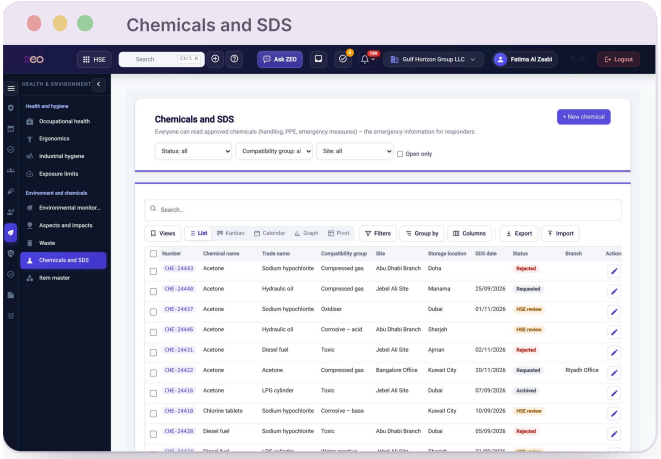


Occupational health. Health surveillance, fitness and exposure follow-up, with restricted access.

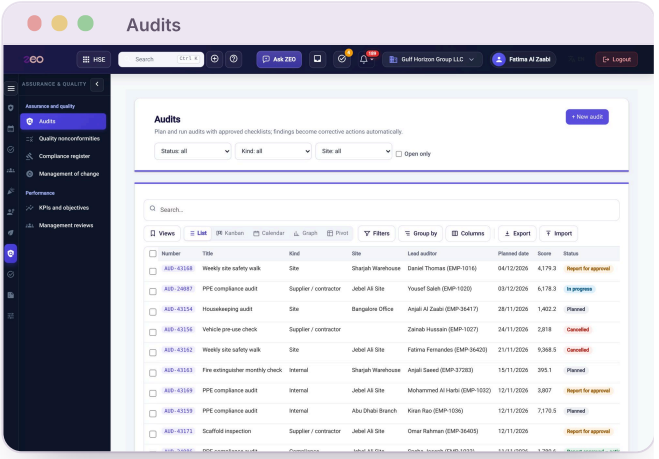
07 Performance

TRIR, LTIFR and the other KPIs calculated each month for management review.

- TRIR, LTIFR, near misses and action closure
- Audit completion and training compliance
- Management reviews with decisions and actions
- HSE costs and claims



Chemicals and SDS. Chemical register with safety data sheets and exposure limits.

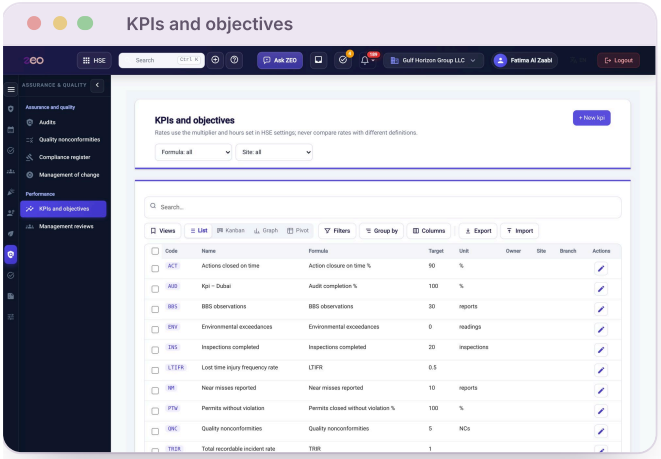


Audits. Audit programmes, checklists and findings.

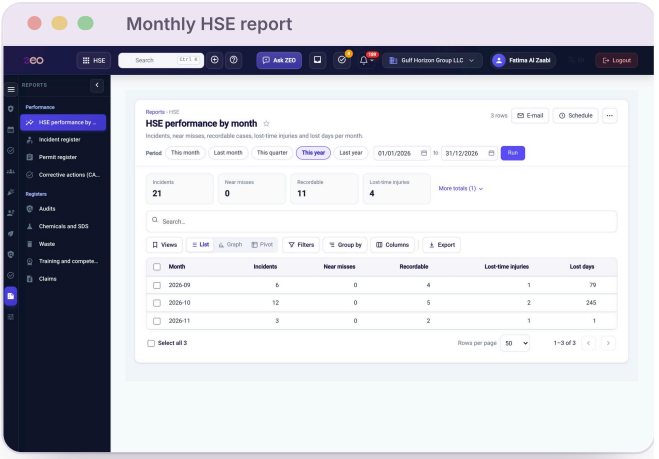
08 Training and documents

Training records with expiry dates, and procedures that staff have actually read.

- Training and competency register with expiry
- Expired competency blocks permit issue
- Document control with review and approval
- Staff acknowledgement recorded
- Toolbox talks and muster list



KPIs and objectives. TRIR, LTIFR and other KPIs calculated monthly.



Monthly HSE report. Man-hours, incidents, observations and KPIs for the month.

Reports included

Every report filters by branch, department and period, and exports to Excel or PDF. Save your own views and schedule them by e-mail.

- HSE performance by month
- Incident register
- Permit register
- Corrective actions (CAPA)
- Audits
- Chemicals and SDS
- Waste
- Training and competency
- Claims

Works with the other ZEO apps

HR & Payroll
employees, training and occupational health

Maintenance
permits and actions on assets

Asset Management
equipment inspections

On the ZEO Cloud platform

English and Arabic
Every screen works in both. Arabic reads right to left, as it should.

Multi-company and branches
Run a group of companies with branches and locations. Staff use one login to switch between them.

Country settings
Payroll follows the local rules in the UAE, Saudi Arabia, Qatar, Oman, Kuwait, Bahrain and India.

Mobile app
Staff check in, apply for leave and open payslips on their phone. Managers approve from the same app.

Print templates
Each printed document comes with a few designs. Pick one, or copy it and change the layout.

Workflow rules
Set up approval chains, reminder emails and scheduled actions yourself, without a developer.

Security
Control who sees what by role and branch. Single sign-on, sign-in checks and a full audit log are included.

Data tools
Import data from Excel, connect other systems with API keys and webhooks, and post to your accounts.

E-mail, WhatsApp and SMS
Emails go out through your own server. If you use WhatsApp or SMS, plug in your own provider.

COUNTRY PACKS

Local rules for seven countries, built in

Every ZEO Cloud company starts with a country pack: the labour law rule set, ID documents, salary file, end of service, social insurance, weekend and public holidays of its country. A group can run companies in several countries on one account, each with its own rules.

UAE
WPS SIF · Gratuity · GPSSA · ILOE · UAE VAT

KSA
GOSI · SANED · Mudad · Iqama · ZATCA

Qatar
QID · WPS · GRSIA · Gratuity

Oman
Social Protection Fund · WPS · Gratuity · Oman VAT

Kuwait
Civil ID · PIFSS · WPS · Indemnity

Bahrain
CPR · LMRA · SIO · WPS · Bahrain VAT

India
EPF · ESI · Professional tax · TDS · GST

	UAE	KSA	Qatar	Oman	Kuwait	Bahrain	India
Currency	AED	SAR	QAR	OMR	KWD	BHD	INR
Weekend	Saturday – Sunday	Friday – Saturday	Friday – Saturday	Friday – Saturday	Friday – Saturday	Friday – Saturday	Sunday (configurable)
Labour law	Federal Decree-Law No. 33 of 2021	Saudi Labour Law (2005), end of service articles 84–85	Qatar Labour Law No. 14 of 2004	Oman Labour Law, Royal Decree 53/2023	Kuwait Private Sector Labour Law No. 6 of 2010	Bahrain Labour Law No. 36 of 2012	Payment of Gratuity Act, Factories Act / Shops & Establishments
ID documents	Emirates ID, labour card, residence visa (UID, file no.), passport	Iqama / National ID (10 digits, checked), passport	Qatar ID (QID), work permit, passport	National ID / resident card, work permit, passport	Civil ID, work permit, passport	CPR card, work permit, passport	Aadhaar, PAN, UAN / PF, ESIC card, passport
Salary file	CBUAE WPS SIF, SIF with EVP lines, ADIB (MOHRE registered) and Commercial Bank of Dubai Excel layouts	Mudad salary file (TAB-separated text)	WPS salary transfer and reports	WPS salary transfer and reports	WPS salary transfer and reports	WPS salary transfer and reports	Bank salary file with IFSC codes
End of service	Gratuity table, leave salary and final settlement	End of service award with final settlement	End of service gratuity and final settlement	End of service benefit and final settlement	End of service indemnity and final settlement	End of service benefit and final settlement	Gratuity Act
Social insurance	GPSSA pension for UAE nationals, ADPF for Abu Dhabi nationals	GOSI annuities (Saudi nationals), GOSI occupational hazards (all employees)	GRSIA pension (Qatari nationals)	Social Protection Fund insurance (Omani nationals)	PIFSS social security (Kuwaiti nationals)	SIO social insurance (Bahraini nationals)	EPF employee and employer shares, EPF admin and EDLI charges
Tax	5% VAT with TRN on invoices and VAT returns	15% VAT invoicing and returns	No VAT in Qatar; multi-currency accounting	5% VAT with VAT number on invoices	No VAT in Kuwait; multi-currency accounting	10% VAT with VAT number on invoices	GST invoicing with GSTIN, GST returns data

AE United Arab Emirates

AED · Saturday – Sunday weekend · EN · AR

WPS ready

Creates the Central Bank SIF file with your employer ID and routing codes. Some banks want their own layout, and those are included too.

Emirates ID and visas

Each employee file holds the Emirates ID, labour card, MOHRE contract, visa UID and file number, and HR is alerted before anything expires.

Gratuity and final settlement

Gratuity follows Federal Decree-Law 33 of 2021. Leave salary and loan recovery go into the same final settlement.

HR AND PAYROLL

Labour law rule set	Federal Decree-Law No. 33 of 2021
Labour authority	MOHRE – contract fields and employer unique ID
Employee ID documents	Emirates ID, labour card, residence visa (UID, file no.), passport
Wage protection	CBUAE WPS SIF, SIF with EVP lines, ADIB (MOHRE registered) and Commercial Bank of Dubai Excel layouts
End of service	Gratuity table, leave salary and final settlement
Social insurance	GPSSA pension for UAE nationals, ADPF for Abu Dhabi nationals
Other schemes	ILOE unemployment insurance, DIFC DEWS workplace savings
Calendar	Saturday–Sunday weekend and UAE public holidays loaded by default
Addresses	Emirates as states, nationals (Emiratis) share in reports

FINANCE AND TAX

VAT	5% VAT with TRN on invoices and VAT returns
Corporate tax	Corporate tax registration fields on the company
E-invoicing	UAE e-invoicing through an accredited service provider (Odoo, Zoho, Business Central)

SA Saudi Arabia

SAR · Friday – Saturday weekend · EN · AR

GOSI in every payroll

Each month, GOSI annuities and SANED are calculated for Saudi staff, and occupational hazards cover for everyone.

Iqama and Qiwa

The employee file holds the Iqama or National ID, the Qiwa contract and HRSD details, with a warning before the Iqama expires.

End of service award

Worked out under articles 84 and 85 of the Labour Law, and shown in reports and the final settlement.

HR AND PAYROLL

Labour law rule set	Saudi Labour Law (2005), end of service articles 84–85
Labour authority	HRSD, with Qiwa contract fields
Employee ID documents	Iqama / National ID (10 digits, checked), passport
Wage protection	Mudad salary file (TAB-separated text)
End of service	End of service award with final settlement
Social insurance	GOSI annuities (Saudi nationals), GOSI occupational hazards (all employees)
Other schemes	SANED unemployment insurance (Saudi nationals)
Calendar	Friday–Saturday weekend and Saudi public holidays
Addresses	Regions, Saudis share in reports

FINANCE AND TAX

VAT	15% VAT invoicing and returns
E-invoicing	ZATCA Phase 2 e-invoicing with Odoo or Zoho
Arabic documents	Bilingual invoices and payslips

Qatar

QA

QAR · Friday – Saturday weekend · EN · AR

QID tracking

Every employee file shows the QID number and expiry, the work permit and the passport.

GRSIA in payroll

Pension contributions for Qatari staff are worked out in each payroll run.

End of service gratuity

Calculated under Law No. 14 of 2004 and carried into the final settlement.

HR AND PAYROLL

Labour law rule set	Qatar Labour Law No. 14 of 2004
Labour authority	Ministry of Labour
Employee ID documents	Qatar ID (QID), work permit, passport
Wage protection	WPS salary transfer and reports
End of service	End of service gratuity and final settlement
Social insurance	GRSIA pension (Qatari nationals)
Calendar	Friday–Saturday weekend and Qatar public holidays
Addresses	Municipalities, Qataris share in reports

FINANCE AND TAX

VAT	No VAT in Qatar; multi-currency accounting
Arabic documents	Bilingual invoices and payslips
Platforms	Odoo, Zoho and Business Central

Oman

OM

OMR · Friday – Saturday weekend · EN · AR

Social Protection Fund

Contributions for Omani staff, formerly paid to PASI, are calculated in payroll.

Labour Law 2023

End of service follows Royal Decree 53/2023, which replaced the old law.

5% VAT

Invoices carry your Oman VAT number and returns come straight from the system.

HR AND PAYROLL

Labour law rule set	Oman Labour Law, Royal Decree 53/2023
Labour authority	Ministry of Labour
Employee ID documents	National ID / resident card, work permit, passport
Wage protection	WPS salary transfer and reports
End of service	End of service benefit and final settlement
Social insurance	Social Protection Fund insurance (Omani nationals)
Calendar	Friday–Saturday weekend and Oman public holidays
Addresses	Governorates, Omanis share in reports

FINANCE AND TAX

VAT	5% VAT with VAT number on invoices
Arabic documents	Bilingual invoices and payslips
Platforms	Odoo, Zoho and Business Central

KW Kuwait

KWD · Friday – Saturday weekend · EN · AR

Civil ID and PAM

The employee file holds the Civil ID and its expiry, the work permit and the PAM details.

PIFSS in payroll

Social security for Kuwaiti staff is calculated in each payroll run.

End of service indemnity

Calculated under Law No. 6 of 2010 and included in the final settlement.

HR AND PAYROLL

Labour law rule set	Kuwait Private Sector Labour Law No. 6 of 2010
Labour authority	PAM (Public Authority for Manpower)
Employee ID documents	Civil ID, work permit, passport
Wage protection	WPS salary transfer and reports
End of service	End of service indemnity and final settlement
Social insurance	PIFSS social security (Kuwaiti nationals)
Calendar	Friday–Saturday weekend and Kuwait public holidays
Addresses	Governorates, Kuwaitis share in reports

FINANCE AND TAX

VAT	No VAT in Kuwait; multi-currency accounting
Arabic documents	Bilingual invoices and payslips
Platforms	Odoo, Zoho and Business Central

BH Bahrain

BHD · Friday – Saturday weekend · EN · AR

CPR and LMRA

Each employee file holds the CPR and its expiry, the LMRA permit and the passport.

SIO for everyone

Payroll deducts social insurance for Bahraini staff and work injury cover for expatriates.

End of service

Leaving indemnity follows Labour Law No. 36 of 2012 and goes into the final settlement.

HR AND PAYROLL

Labour law rule set	Bahrain Labour Law No. 36 of 2012
Labour authority	LMRA
Employee ID documents	CPR card, work permit, passport
Wage protection	WPS salary transfer and reports
End of service	End of service benefit and final settlement
Social insurance	SIO social insurance (Bahraini nationals)
Other schemes	SIO work injury insurance (expatriates)
Calendar	Friday–Saturday weekend and Bahrain public holidays
Addresses	Governorates, Bahrainis share in reports

FINANCE AND TAX

VAT	10% VAT with VAT number on invoices
Arabic documents	Bilingual invoices and payslips
Platforms	Odoo, Zoho and Business Central

IN

India

INR · Sunday (configurable) weekend · English

PF, ESI, PT and TDS

Both employee and employer shares, plus income tax, are worked out in every payroll run.

Aadhaar, PAN and UAN

Identity numbers sit on the employee file, and IFSC codes feed the bank salary file.

Gratuity Act

Gratuity of 15 days' pay per year of service, once someone has completed five years.

HR AND PAYROLL

Rule set	Payment of Gratuity Act, Factories Act / Shops & Establishments
Company registrations	EPFO code, ESIC code, TAN, professional tax, LIN, Labour Welfare Fund, Shops & Establishments
Employee ID documents	Aadhaar, PAN, UAN / PF, ESIC card, passport
Salary payment	Bank salary file with IFSC codes
Provident fund	EPF employee and employer shares, EPF admin and EDLI charges
Insurance	Employees' State Insurance (ESI)
Taxes	Professional tax by state slabs, TDS under the new tax regime
Calendar	Sunday weekend and Indian holidays, by state
Addresses	States and union territories

FINANCE AND TAX

GST	GST invoicing with GSTIN, GST returns data
E-invoicing	GST e-invoicing (IRN) with Odoo or Zoho
TDS	TDS on vendor payments in Odoo and Zoho

Let’s talk about your company

Book a free demo. We show you ZEO Cloud with your own processes, answer your questions and send a fixed-price proposal.

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FROM DEMO TO GO-LIVE

01
Assessment
We sit with the people who do the work, see how things run today, and agree the scope and a fixed price before anything starts.

02
Configuration
We set up your companies, branches, approval chains and printed documents. If something you need isn't there, our developers build it.

03
Data migration & training
We load your employees, opening balances, items and customers, then train each department on the screens they'll actually use.

04
Go-live & support
We're with you for the first payroll run and the first month-end close. After that, a yearly support plan keeps us on call.

Scan to book a demo