Occupational Health & Safety Policy

Purpose

The management of health and safety is one of our core business functions. We are committed to developing, implementing, maintaining, and constantly improving strategies and processes to ensure that all our activities occur under a balanced allocation of organizational resources aimed at achieving the highest level of safety performance and meeting national and international standards while delivering our services.

Scope

All of our organization's business activities involve direct employees. It also includes activities of contractors and visitors to our facilities. The fundamental mechanisms for promoting continuous improvement in workplace health and safety, as well as reducing the number and impact of workplace injuries and illness, are set out in our Health and Safety Management System.

Health & Safety Policy Statement

General

Your organization recognizes its duties under the prevailing Health and Safety legislation and is fully committed to ensuring the health, safety, and welfare of its employees. We will take all practicable steps to meet and, where required, exceed our statutory duties at all times.

We also acknowledge that we have responsibilities for the health and safety of others, such as contractors, visitors to our workplaces, members of the public, and service users who may be affected by our undertakings.

To provide safe and healthy workplaces, systems of work, substances, equipment, and working environment, we have developed and made available this Policy Statement for all relevant persons, which shall be subject to regular reviews.

Your organization is dedicated to actively detecting and eliminating or controlling risks through risk assessments of new and existing work methods, areas, substances, and equipment to eliminate or minimize risk. Such assessments shall be conducted through consultation so that, as far as possible, employees will have input. Your organization shall provide time, resources, and opportunities for this to occur.

Existing equipment and workplaces shall also be subject to regular inspection and maintenance. Your organization is committed to preventing accidents and cases of work-related ill health.

Appropriate training, education, information, instruction, or supervision shall be provided as required. Procedures shall also be provided to assist with any emergencies. Your organization will be responsible and accountable for ensuring that hazards are identified, reported, and controlled and that employees have what is required to work safely.

All Employees must cooperate with preventative actions by complying with work procedures, reporting issues they become aware of, using information and skills imparted to them through training, and participating in consultative forums.

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Employees of our organization will also be expected to comply with local site safety requirements and report any hazard or incident to their line Manager. Contractors and visitors to our sites are also expected to comply with site health and safety requirements and all reasonable directions. They shall also report any health and safety issues they become aware of.

The successful implementation of this policy requires staff at all levels, from Senior Management, Divisional Heads, Line Managers, and Employees, to be fully committed to our health and safety objectives.

Health Policy

To promote and maintain all employees' physical and mental health and social well-being and prevent work-related illnesses relating to our organization's work programmes. To achieve this, our organization uses a health programme consisting of the following:

1. Line advice on medical and health and safety matters;
2. Health monitoring and support of individual staff:
    a) Pre-employment medicals;
    b) Check-ups (post illness/accident medical/service extension;
    c) Special health assessment and risk-related health surveillance;
    d) Adequate primary and appropriate secondary medical care.
3. Health monitoring of critical sub-contractor staff medical certificates;
4. First aid will be available for effective paramedic response at all work sites;
5. Health education of the workforce and prevention of disease through immunization programmes;
6. Safety inspections and audits to ensure prevention procedures are in place;
7. Public Health matters, including food, water safety, personal hygiene, pest control and accommodation standards;
8. Health Risk Assessment and control of health hazards to ALARP;
9. Chemical and biological assessments of products used by our organization.

Safety Policy

Our organization recognizes its responsibility to ensure its employees' safety and prevent operational accidents. All necessary steps are taken to ensure the health and safety of employees and contractors wherever they may be working. All accidents and near misses are investigated to prevent re-occurrence.

Each employee and contractor must take every possible care to protect their safety and the safety of others. While at work, the employee and/or contractor will use all equipment provided in the correct manner, obey all instructions of supervisors, and comply with all policies published or approved by our organization to ensure safety.

These instructions and policies are in accordance with the relevant legislation governing occupational health and safety matters. They are set out in our organization's health and safety manual and procedures. Any employee or contractor who fails to abide by these rules will be disciplined and may be dismissed in the appropriate case.

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The competency of contractors and sub-contractors will be confirmed through contractual requirements and monitored through audits and inspections. Client contractors' competencies will be assessed upon arrival at our organization facility.

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