

## **PROJECT HEALTH & SAFETY POLICY**

**REFERANS** is committed to the fundamental requirements to all by providing so far as is reasonably practicable, safe, and healthy work environment that is Safe and without risk to health for its employees, Subcontractors, and others through the effective implementation of this policy.

**REFERANS commit to provide Safe and Healthy workplace and to act in accordance with below principals:**

Ensure compliance with relevant legislation, standards, and contract conditions.

- To plan all work activities, assess risk and to eliminate or control foreseeable health and safety risks.
- To promote and maintain safety and health culture on the workplace as core value of all levels of the company.
- Health and Safety requirement integration in all relevant aspects of business and operations.
- Establishment of measurable and achievable specific health and safety objectives and targets for continues improvement.
- Ensure employees are consulted on matters affecting their health and safety.
- Employees to be provided with information, instruction, supervision, and training to enhance health and safety awareness, to enable them to comply with Project HSE requirements.
- To maintain plant and equipment in safe and good working condition.
- Ensure that the risks and opportunities that can affect the people and assets are duly addressed and reasonable precautions are taken to eliminate the hazards and reduce the risks.
- Take all necessary actions to prevent incidents, injuries, and occupational illness.
- Continues improvement on health and safety management processes and performance.
- Develop and implement training programs to improve Health and Safety skills and Knowledge of the employers and disseminate Health and Safety information to all Employees un the project, Subcontractors, and others.
- Provide Employees with appropriate equipment and facilities to undertake the duties in a safe manner.

**REFERANS Employees, Subcontractor and service provider are required to:**

- Strictly compliance of relevant health and safety procedures, method statement, risk assessment and site HSE rules and regulation during the conduct of their task.
- Comply with mandatory personal protective equipment at site.
- Report of all workplace hazard that could lead to unwanted event and injuries.
- Avoiding themselves and other to put in the unsafe condition during performance of work.
- Strictly avoid themselves possessing on the workplace under the influence alcohol or prohibited drugs substances.

The Project Health and Safety Policy shall be communicated to all employees, subcontractors, service Provider.

**Name**

**Designation**

**Ref**