

OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT

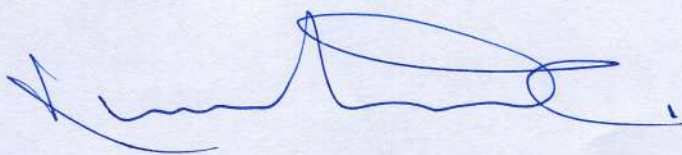
DECLARATION

The Management of **M/s WANGS PRIVATE LIMITED** is firmly committed to a policy enabling all activities to be carried out safely and with all possible measures taken to remove, or at least reduce risks to the health, safety and welfare of employees, visitors, and anyone else who may be affected by the operations.

We are committed to fully complying with the Labour and Employment Act of Bhutan 2007 and its regulations.

❖ RESPONSIBILITIES OF EMPLOYER:

1. We shall ensure employees are made aware of their rights and duties under the Act and its regulations;
2. We shall identify existing and new hazards at work and assess each identified hazard to determine whether or not it is a hazard to any employee at work;
3. We shall eliminate or reduce the health and safety risks of each significant hazard at the workplace;
4. We shall provide such information, instruction, training orientation and supervision as is necessary to enable employees and health and safety representatives to perform their work in a manner that is safe and without risks to health;
5. We will incorporate Occupational Health and Safety planning and management program in the design and planning stages of a project & provide a budget for Occupational Health and Safety Program as per availability;
6. We will implement systems-
 - to monitor the health and safety conditions at the workplace;
 - to keep information and records relating to the health and safety of employees at the workplace;
 - to provide the results of any health monitoring of an employee to that employee;
7. We will compensate an employee if personal injury & disease is caused to the employee by accident arising out of and in the course of his/her line of duty at workplace;
8. We will ensure that the workplace or environment is free from violence and harassment. The workplace violence and harassment shall include any act or threat of physical violence, verbal abuse and even homicide, harassment, intimidation, or other threatening disruptive behaviour that occurs at the work site;
9. We will ensure health, safety and welfare of our employees and visitors and general public present in our work place;
10. We will improve the working environment that is hazardous to the health or safety of the employees;
11. We will provide a commitment to continually improve our performance through periodically reviewing policy, regular monitoring and effective safety management;
12. We shall report all accidents or incidents to the Chief Labour Administrator and the nearest Police Station giving details of the accident/incidents;
13. We will appoint a designated Construction safety supervisor to monitor and implement Occupational Health and safety at work site;

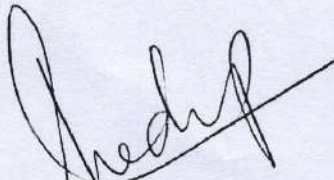


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❖ RESPONSIBILITIES OF EMPLOYEE:

1. We shall comply with any direction given by management for health and safety;
2. We shall comply with safe work practices with the intent of avoiding harm/injuries to ourselves and others and damage to plant and equipment;
3. We shall take reasonable care of the health and safety of ourselves and others;
4. We shall wear and maintain personal protective equipment and clothing where necessary;
5. We shall not misuse or unnecessarily interfere with anything provided for health and safety;
6. We shall report accidents and incidents, no matter how minor, occurring on the job immediately;
7. We shall report all known or observed hazards to the supervisor or manager;
8. We shall not be under the influence of alcohol, drug or any psychotropic substance;



Name, Signature and seal
of authorized person/company



Endorsed by:

Date: 30/01/24


Director
Department of Labour
Ministry of Industry, Commerce & Employment