



PHOENIX FIRE PROTECTION AND MAINTENANCE LTD

Health and Safety Policy:

At Phoenix Fire Protection and Maintenance, the health and safety of our employees, clients, visitors, and the public is of paramount importance. We are committed to providing a safe and healthy working environment for all individuals associated with our operations. Our Health and Safety Policy outlines our commitment to maintaining high standards of health and safety and our responsibilities in achieving this goal.

Policy Statement:

- **Commitment to Health and Safety:** We are dedicated to preventing accidents, injuries, and work-related illnesses by implementing effective health and safety measures and promoting a culture of safety awareness among all employees.
- **Compliance with Legal Requirements:** We comply with all relevant health and safety legislation, regulations, and industry standards applicable to our operations. We regularly review our policies and procedures to ensure continued compliance and strive for continual improvement.
- **Risk Assessment and Control:** We conduct thorough risk assessments of our workplaces, activities, and processes to identify potential hazards and implement appropriate control measures to mitigate risks. All employees are trained to recognize hazards and contribute to the maintenance of a safe working environment.
- **Training and Competence:** We provide comprehensive health and safety training to all employees, contractors, and subcontractors to ensure they possess the necessary knowledge and skills to perform their tasks safely. We promote continuous learning and encourage employees to actively participate in health and safety initiatives.
- **Safety Equipment and Resources:** We provide employees with the necessary safety equipment, tools, and resources to perform their work safely. We

regularly inspect and maintain equipment to ensure it remains in good working condition and replace or repair any defective items promptly.

- **Incident Reporting and Investigation:** We have established procedures for reporting accidents, incidents, near misses, and hazards promptly. All reported incidents are thoroughly investigated to determine root causes and implement corrective actions to prevent recurrence.
- **Emergency Preparedness:** We maintain emergency response procedures and provide training to employees on emergency preparedness, including evacuation procedures, first aid, and emergency contacts. Regular drills and exercises are conducted to test the effectiveness of our emergency plans.
- **Consultation and Communication:** We encourage open communication and active participation from all employees in matters relating to health and safety. Employees are encouraged to raise concerns, provide feedback, and contribute ideas for improving health and safety in the workplace.
- **Monitoring and Review:** We regularly monitor and review our health and safety performance to identify areas for improvement and ensure our policies and procedures remain effective. Management conducts regular audits and inspections to verify compliance and address any deficiencies promptly.

Responsibilities:

Management: Management is responsible for providing leadership, resources, and support to ensure the effective implementation of health and safety policies and procedures.

Employees: All employees are responsible for following health and safety rules and procedures, reporting hazards and incidents, and actively participating in health and safety programs.

Review and Revision:

This Health and Safety Policy will be reviewed annually and revised as necessary to reflect changes in legislation, regulations, industry standards, and organizational requirements. The policy is communicated to all employees and stakeholders and made available on our company website for reference.

Date: 01/04/2024