

OCCUPATIONAL HEALTH AND SAFETY POLICY



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Policy Statement:

At RED ELECTRIC, we are committed to ensuring a safe and healthy working environment for all our employees, contractors, and visitors. We recognize that effective health and safety management is a vital component of our overall business strategy and must be an integral part of our company culture.

Objectives:

1. **Compliance:** To comply with all relevant occupational health and safety laws, regulations, and standards.
2. **Hazard Identification:** To proactively identify, assess, and manage workplace hazards to prevent incidents and injuries.
3. **Training and Awareness:** To provide ongoing training and education for our employees to enhance their knowledge of health and safety practices.
4. **Continuous Improvement:** To continually improve our health and safety management system and performance through regular audits, reviews, and updates of our policies and procedures.
5. **Employee Participation:** To encourage and provide opportunities for employees to participate in health and safety discussions and initiatives.

Responsibilities:

- **Management:** Management is responsible for ensuring that the OHS policy is implemented, maintained, and communicated effectively to all employees. They are committed to providing the necessary resources to create a safe working environment.
- **Employees:** All employees are responsible for adhering to safety policies, participating in training programs, and reporting any hazards, incidents, or unsafe conditions immediately.
- **OHS Committee:** An OHS committee will be established to monitor health and safety practices, evaluate risks, and recommend improvements.

Health and safety principles:

1. **Risk Assessment:** Regular risk assessments will be conducted to identify potential hazards in the workplace, and appropriate control measures will be implemented.
2. **Emergency Preparedness:** Emergency procedures will be established, including evacuation plans and first aid response protocols, to prepare for any unforeseen incidents.
3. **Personal Protective Equipment (PPE):** Appropriate personal protective equipment shall be provided to employees and must be worn as required to minimize exposure to risks.
4. **Health and Wellness:** We will promote a culture of wellness, encouraging employees to engage in healthy behaviors and providing support for mental and physical health.

Policy Review:

This policy will be reviewed annually, and whenever significant changes occur in our organization or relevant legislation, to ensure its ongoing relevance and effectiveness.

Conclusion:

At Red Electric, we believe that all workplace injuries and illnesses are preventable. We are dedicated to fostering a culture of safety and health, and we encourage everyone to take an active role in maintaining a safe work environment.

Effective Date: September 10, 2018

Review Date: January 5, 2026

Approved By: Hakan GURSU/Managing Director

