

HEALTH AND SAFETY AT WORK POLICY

Introduction:

At CESEL, we prioritize the health, safety, and well-being of all employees, contractors, visitors, and anyone else affected by our operations. We are committed to providing a safe and healthy work environment by identifying and managing risks, complying with relevant health and safety laws and regulations, and fostering a culture of responsibility and accountability at all levels of the organization.

Responsibilities:

1. Management:

Senior management is responsible for providing leadership and resources to support the implementation of health and safety policies and procedures.

Management will ensure that adequate resources are allocated to maintain and improve health and safety standards.

Management will regularly review and update health and safety policies and procedures as necessary.

2. Employees:

All employees are responsible for complying with health and safety policies and procedures. Employees are encouraged to report any health and safety concerns or hazards to their supervisors or the health and safety committee.

3. Health and Safety Committee:

A health and safety committee will be established to oversee the implementation of health and safety policies and procedures.

The committee will meet regularly to review health and safety performance, identify areas for improvement, and recommend corrective actions.

Risk Assessment and Management:

1. Identification of Hazards:

All workplaces and work activities will be regularly assessed to identify potential hazards. Hazards may include physical, chemical, biological, ergonomic, and psychosocial factors.

2. Risk Assessment:

Risk assessments will be conducted to evaluate the likelihood and severity of potential harm from identified hazards.

Controls will be implemented to eliminate or minimize risks to an acceptable level.

Training and Awareness:

1. Training Programs:

All employees will receive appropriate training on health and safety policies, procedures, and practices.

Training will be provided to ensure employees understand their roles and responsibilities in maintaining a safe work environment.

2. Emergency Procedures:

Employees will be trained on emergency procedures, including evacuation routes, assembly points, and response to accidents or incidents.

Personal Protective Equipment (PPE):

Selection and Provision:

Suitable PPE will be provided to employees as necessary to protect against identified hazards.

Employees will receive training on the correct use, maintenance, and storage of PPE.

Health and Wellness:

1. Health Promotion:

CESEL will promote employee health and wellness through initiatives such as health screenings, vaccination programs, and fitness activities.

2. Work-Life Balance:

Measures will be implemented to support work-life balance, including flexible work arrangements and access to counseling services.

Incident Reporting and Investigation:

1. Reporting Procedures:

All incidents, including near misses, injuries, and illnesses, must be reported immediately to supervisors or the health and safety committee.

2. Investigation:

Incidents will be thoroughly investigated to determine root causes and implement corrective actions to prevent recurrence.

Compliance and Continuous Improvement:

1. Legal Compliance:

CESEL will comply with all applicable health and safety laws, regulations, and standards.

2. Monitoring and Review:

Health and safety performance will be monitored regularly to assess effectiveness and identify opportunities for improvement.

3. Audits and Inspections:

Regular audits and inspections will be conducted to ensure compliance with health and safety policies and procedures.

Dated: 10th of December 2023.



Dr. Patrick Tolani
CEO