



FREYSSINET
SUSTAINABLE TECHNOLOGY

Company Safety Policy and Common Rules

The fundamental principle shall be – Safety First

- The Head of Department for **Health & Safety** shall be responsible for formulating, updating and upgrading policy matters, procedures and guidelines of the Company with due approval of the Managing Director.
- BU Managers shall be responsible to implement compliance of all written policies, common rules, procedures and guidelines of the Company.
- BU Managers shall produce project specific Health & Safety budgets, safety plan, method statement, safety risk assessment worksheet and define a scope and responsibility matrix amongst client / owner, main-contractor, sub-contractor and the Company, that shall be duly reviewed by Head Of Department and approved by the Managing Director before commencement of works. Such documents shall be available at all work sites.
- Safety induction training shall be considered compulsory for all new staff and workers, before starting work at job site. Subsequent Health & Safety training for each employee shall be conducted every year through the Company's Human Resources Department.
- Recording and reporting of unsafe / dangerous situations, near miss incidents, minor and major incidents and accidents shall be made in accordance with the prescribed guidelines and procedures of the Health & Safety Manual, and such records shall be maintained at project office.
- All new employees shall undergo medical examination at induction stage and only those declared 'FIT' shall be employed. Every employee shall be subjected to medical examination after completing three years continuous service in the company to assess his/her medical and health condition.
- **Personal and/or Collective Protective Equipment** (PPE / CPE) shall be used at all sites.
- All projects to conduct **daily Pre-Start Meeting** before start of work at job sites, and discuss activity risks. **START** and **STOP** cards shall be used at all sites.
- **Tool Box Training** shall be conducted all at sites, at least once in a week, to discuss project risks and hazards, as synthesized through Project Safety Risk Assessment.
- **Exclusive site audits and inspections** shall be conducted by all BU Managers | Regional Managers | Construction Managers | Project Managers with a frequency of at least one audit per month.
- Every employee is responsible for his / her own safety and that of others who may be affected by his / her acts or omissions. He / She also has the right to retire / leave a work station if he / she has reasonable apprehension to consider a situation 'unsafe' and raise the issue with the immediate supervisor. The Company expects every employee to meet his / her obligation and adhere to safety policies, rules, procedures and guidelines.
- Every employee is responsible to follow and implement company golden rules at all regional sites.



Somnath Biswas
Managing Director
FREYSSINET MENARD INDIA PVT LTD

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