



OCCUPATION HEALTH AND SAFETY POLICY

DECLARATION

The management of Bhutan Power Corporation Ltd. (BPC) is firmly committed to occupational health, to enable all work 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 workers, contractors, visitors, and anyone else who may be affected by our operations.

We are committed to fully comply with the Labour and Employment Act of Bhutan 2007, and relevant Occupation Health and Safety legislations.

RESPONSIBILITIES

❖ The Management will:

- Provide and maintain a healthy and safe working environment through recognizing, assessing, controlling and evaluating hazards at workplace periodically;
- Make employees aware of all known or reasonable foreseeable health and safety hazards to which they are likely to be exposed by virtue of their work;
- Make employees aware of their rights and duties under the regulations;
- Provide and maintain protective equipment, devices and clothing as required in good condition;
- Provide information, instruction and necessary supervision to ensure health and safety of employees;
- Provide and maintain plant and toxic substances in safe condition;
- Implement emergency management plans / procedures;
- Provide and maintain facilities for the welfare of workers;
- Provide information, instruction, training and supervision that are reasonably necessary to ensure that each worker is safe from injury and risk to health;
- Assign clear roles and responsibilities at different levels in terms of health and safety at work;
- Provide a commitment to consult and co-operate with workers in all matters relating to health and safety in the workplace;
- Provide adequate budget for occupational safety and health programs, including return to work program;
- Integrate health and safety in all decisions including those dealing with purchase of plants, equipment, machinery, material and selection and placement of personnel; and
- Provide a commitment to continually improve our performance through periodically reviewing policy, regular monitoring and effective safety management.

❖ The Management will ensure that each worker of the BPC shall:

- Comply with any direction given by management for health and safety;
- Comply with safe work practices with the intent of avoiding harm / injury to himself or herself and others and damage to plant and equipment;
- Take reasonable care of the health and safety of himself or herself and others;
- Wear and maintain personal protective equipment and clothing where necessary;
- Standard Operating Procedures (SOP) is followed diligently while requesting for work/test permit and returning of the same;
- Not misuse or unnecessarily interfere with anything provided for health and safety;
- Report accidents and incidents, no matter how minor, occurring on the job immediately; and
- Report all known or observed hazards to their supervisor or manager.

❖ The Management will ensure that contractors, sub-contractors, transporters, other agencies entering the premises of BPC and visitors shall adhere to the health and safety rules of BPC.

❖ Employees shall ensure to:

- Carry out work in accordance with established safe work procedures;
- Use of protective equipment, devices or and clothing as required in the work place;
- Not engage in horseplay or similar conduct that may endanger him/her or other workers or any other person;
- Ensure that his/her ability to work without risk to own one's safety or health or to other health and safety is impaired by alcohol, drugs or mother causes; and
- Report any contravention, absence of or defect of any equipment that is likely to endanger an employee or anyone.

Policy statement endorsed by:


(Gem Tshering)
Managing Director
Bhutan Power Corporation Limited
Thimphu: Bhutan

