

Health and Labor Safety Policy



Commitment of the Management

Since the year of foundation, in 2001, “Redinet” CJSC has introduced a labor safety system management policy into all aspects of its professional activities, daily operations and performance of the personnel, which the Company has continuously improved throughout the last decade. The following policy is conducted in accordance with ISO 14001, OHSAS and Company’s Health and Safety Management system. This policy shows the commitment of “Redinet” CJSC management and workers to health and safety, aims to remove or reduce the risks to the health, safety and welfare of all workers, contractors and visitors, and anyone else, who may be affected by our business operations, ensures all work activities are done safely.

Our safety procedures comply with requirements of RA Ministry of Civil Construction, State Inspection of Civil Construction. We also require all our subcontractors to submit safety plans. Project safety inspections are conducted case by case, after projects start.

Within the terms of this Policy, “Redinet” CJSC is responsible for health and safety procedures, however employees should be aware of their responsibilities and comply with the business’s health and safety policy. In case of any risky working conditions, employees are paid with extra subsidy in accordance with the Labor Code of Armenia.

Responsibilities

“Redinet” CJSC management is responsible for:

- Providing and maintaining a safe working environment
- Holding site safety and craft toolbox safety daily meetings
- Safe systems of work
- Providing facilities for the welfare of workers
- Providing information, instructions, training and supervision that is reasonably necessary to ensure that each worker is safe from injury and risks to health
- Commitment to consult, co-operate with workers in all matters relating to health and safety in the workplace
- Commitment to continually improve its performance through effective safety management.

Each employee in the Company is encouraged to play a vital and responsible role in maintaining a safe and healthy workplace and has an obligation to:

- Comply with safely working practices, with the intention of avoiding injury to themselves and others and damage the premises and the equipment
- Take responsible care of the health and safety of themselves and others
- Wear personal protective equipment and clothes where it is necessary
- Reporting any pain or discomfort as soon as possible
- Comply with directions given by the management for health and safety
- Helping new employees, trainees and visitors to the workplace understand the right safety procedures and why they exist
- Not misuse or interfere with anything provided for health and safety
- Report all accidents and incidents on the job immediately, no matter how trivial
- Report all known or observed hazards to their supervisor or manager

Implementation of the Policy

The Managing Director ensures that all employees have access to the Health and Safety Policy. Each employee is given a copy of the general policy on commencement of his or her employment. All employees should know where the first-aid kit is located, have a copy of the emergency plan and be trained on the emergency plan and evacuation procedures.

Sample of Specific Safety Rules

- Observe and practice the safety procedures established for the job.
- If you spot any possible hazardous situation report it to your supervisor immediately.
- In case of sickness or injury, no matter how slight, report at once to your supervisor. In case of any accident resulting in a severe injury, the employee should not be moved until medical attention has been given by authorized personnel.
- Never distract the attention of another employee, as you might cause him or her to be injured. If necessary to get the attention of another employee, wait until it can be done safely.



Customised solutions for your business

- Do not wear loose clothing or jewelry around machinery.
- Where required, you must wear protective equipment, such as goggles, safety glasses, masks, gloves, hair nets, etc.
- Do not operate machines or equipment until you have been properly instructed and authorized to do so by your supervisor.
- Shut down your machine before cleaning, repairing, or leaving.
- Keep your work area clean.
- Observe smoking regulations.
- Do not block access to fire extinguishers.
- Do not engage in practices that may be inconsistent with ordinary and reasonable common sense safety rules.