

Zedaxis Engineering Solutions is committed to ensuring the health, safety, and welfare of all employees, contractors, visitors, and others who may be affected by our operations. We aim to create a safe and healthy work environment and comply fully with all relevant health and safety legislation. The management is dedicated to continuous improvement in health and safety performance.

1. Scope

This policy applies to all employees, contractors, and visitors at Zedaxis Engineering Solutions and covers all activities undertaken as part of the company's operations, including engineering design, analysis, manufacturing, and staffing solutions.

2. Responsibilities

a) Employer/Management Responsibilities:

- Provide safe systems of work, equipment, and facilities.
- Conduct regular risk assessments and implement measures to mitigate risks.
- Ensure compliance with health and safety legislation.
- Provide training, supervision, and resources to maintain safety standards.
- Review and update this policy annually or after significant incidents.

b) Employee Responsibilities:

- Follow all health and safety procedures and instructions.
- Report hazards, unsafe practices, and incidents immediately.
- Use provided personal protective equipment (PPE) correctly.
- Participate in training and emergency drills.

c) Contractor and Visitor Responsibilities:

- Comply with Zedaxis's health and safety procedures.
- Follow safety instructions provided during site visits.

3. Risk Management

- Conduct comprehensive risk assessments to identify and manage hazards.
- Develop and implement safe work practices for engineering and manufacturing processes.
- Regularly review risk control measures to ensure effectiveness.

4. Emergency Preparedness

- Maintain clear emergency procedures, including fire evacuation plans and first-aid arrangements.
- Conduct regular emergency drills and training sessions.
- Equip premises with first-aid kits, fire extinguishers, and clear signage.
- Display emergency contact numbers prominently.

5. Training and Awareness

- Provide health and safety induction training to all new employees.
- Offer regular refresher courses and training for specialized tasks.
- Ensure employees are aware of potential hazards and safe work practices.

6. Accident Reporting and Investigation

- Encourage prompt reporting of accidents, incidents, and near-misses.
- Maintain an accident logbook to record details of incidents.
- Investigate incidents to identify root causes and prevent recurrence.

7. Health and Well-being

- Promote mental and physical well-being through workplace initiatives.
- Conduct ergonomic assessments to reduce work-related strain.
- Provide support and resources for managing workplace stress.

8. Monitoring and Review

- Conduct regular inspections to identify and address safety issues.
- Audit compliance with safety standards and this policy.
- Review the policy annually or after significant changes in operations.

9. **Legal Compliance** Zedaxis Engineering Solutions is committed to complying with all applicable health and safety laws and regulations. Any changes in legislation will be promptly incorporated into this policy.

10. Communication and Consultation

- Establish open communication channels for employees to voice health and safety concerns.
- Hold regular meetings to discuss health and safety matters.
- Ensure employees are informed about updates to the policy.

Approval This policy is approved and endorsed by the management of Zedaxis Engineering Solutions.

Name: Yash Garg

Position: Managing Director

Signature: 

Date: 19/12/2024