

INDUS TREE CRAFTS FOUNDATION

HEALTH AND SAFETY POLICY FOR OCCUPATIONAL SAFETY AND HEALTH HAZARDS



The logo features a stylized tree with a yellow trunk and a green canopy, set against a light blue background. A hand is shown reaching up to touch the tree. Below the tree, the word "industree" is written in a light blue, lowercase, sans-serif font.

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1. Introduction:

- Indus Tree Crafts Foundation is committed to ensuring the health and safety of all individuals involved in the Forest Stewardship Council (FSC®) project Bamboo Plantation Project. This policy outlines our approach to identifying, assessing, and managing occupational safety and health hazards associated with the project. It serves as a guide for all personnel, farmers, contractors, and stakeholders involved in the project to maintain a safe and healthy working environment.

2. Responsibilities:

2.1 Management:

- Indus Tree Crafts Foundation will provide the necessary leadership, resources, and support to establish and maintain effective occupational safety and health management systems.
- Senior management will set measurable objectives and targets to continually improve occupational safety and health performance.

2.2 Employees, Farmers and Contractors:

- All personnel, farmers, contractors, and stakeholders working on and in the FSC project are responsible for complying with applicable health and safety requirements, regulations, and procedures.
- Everyone is encouraged to promptly report hazardous conditions, incidents, near misses, or concerns to their supervisors or designated health and safety representatives.

3. Hazard Identification and Risk Assessment:

- Indus Tree Crafts Foundation will conduct regular hazard identification and risk assessments at the project site to identify potential occupational safety and health hazards.
- These assessments will be documented, and control measures will be implemented to eliminate or minimize the identified risks.
- Project personnel and contractors will be involved in the hazard identification and risk assessment processes to ensure comprehensive coverage.

4. Hazard Control Measures:

- Appropriate control measures will be implemented to eliminate or minimize occupational safety and health hazards identified during the risk assessment process.
- Control measures may include engineering controls, administrative controls, safe work procedures, personal protective equipment (PPE), training, and supervision.
- The effectiveness of control measures will be regularly reviewed and revised as necessary to ensure ongoing protection.

5. Training and Awareness:

- Indus Tree Crafts Foundation will provide adequate training and awareness programs to all personnel and contractors to ensure their understanding of occupational safety and health hazards and the necessary control measures.
- Training will be provided on safe work practices, emergency procedures, proper use of equipment and tools, and the importance of reporting incidents and near misses.

6. Emergency Preparedness:

- Emergency response procedures, including evacuation plans, first aid arrangements, and communication protocols, will be established and communicated to all personnel and contractors.
- Adequate emergency response equipment and facilities will be provided and regularly maintained.

7. Incident Reporting and Investigation:

- Indus Tree Crafts Foundation will establish a reporting system for incidents, near misses, and hazardous conditions.
- All incidents will be promptly investigated to determine the root causes and necessary corrective actions to prevent recurrence.
- Lessons learned from incidents will be shared with relevant personnel and contractors to prevent similar incidents in the future.

8. Continuous Improvement:

- Indus Tree Crafts Foundation is committed to continuously improving the occupational safety and health performance of the FSC project.
- Regular monitoring, inspections, and audits will be conducted to identify areas for improvement and ensure compliance with this policy and applicable regulations.
- Feedback from personnel, contractors, and stakeholders will be actively sought and considered to enhance the effectiveness of occupational safety and health measures.

9. Communication and Consultation:

- Effective communication and consultation channels will be established to engage personnel, contractors, and stakeholders in occupational safety and health matters.
- Regular safety meetings, toolbox talks, and feedback mechanisms will be utilized to ensure the dissemination of relevant information and the opportunity for open dialogue.

10. Compliance:

- Indus Tree Crafts Foundation is committed to complying with all applicable laws, regulations, and industry standards related to occupational safety and health.
- Compliance with this policy and associated procedures is a condition of employment and engagement on the FSC project.

11. Conclusion:

- This Health and Safety Policy for Occupational Safety and Health Hazards reflects Indus Tree Crafts Foundation's dedication to ensuring the well-being of all individuals involved in the FSC project. By adhering to this policy, we aim to prevent occupational injuries, illnesses, and incidents, and promote a culture of safety, health, and well-being.
- Please familiarize yourself with this policy, comply with its provisions, and actively participate in maintaining a safe and healthy working environment.

12. Authorized Signatory:

Name: Ms. Remya Devan
Designation: Project Manager
Indus Tree Crafts Foundation

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