

# OCCUPATIONAL HEALTH AND SAFETY POLICY

Zulal Wellness Resort is committed to the health and safety of our employees, guests, and vendors. We comply with applicable occupational health and safety (OH&S) legislation and other requirements to prevent accidents, injuries, and occupational illnesses in our property. We will create a safe and healthy environment for all employees, guests, and vendors in the property.

## 1. Responsibilities of Management

- A. To provide and maintain safe facilities, equipment and working conditions in areas of responsibility.
- B. To provide employees with sufficient information and instruction on the Health and Safety policy and requirements before they commence their work and at regular operational briefings.
- C. To provide relevant training to employees to understand and be compliant with the health and safety procedures.
- D. To incorporate applicable occupational health and safety requirements into the operating standards of each department, to conduct regular inspections with formal documentation and to include follow-up actions taken.
- E. Seek feedback and suggestions from employees on matters affecting their health and safety in the workplace.
- F. To have a clear accident/incident reporting system that is well-communicated with all employees with proper documentation and implementation of corrective and preventive actions.
- G. The Health and Safety policy is to be updated and communicated to all employees at least once a year; to take into account new working procedures, equipment and changes in local health and safety legislation.
- H. Ensure that guests and vendors on the property receive a health and safety briefing, when needed.

## 2. Responsibilities of Employees

- A. To attend the Health and Safety training as scheduled and to comply with health and safety training information and policy within the organization, as well as when travelling or working off-site.
- B. Adhere to the procedures on safe work methods including the use of required protective equipment and clothing.
- C. To take adequate safety precautions to remove or reduce health and safety risks for self and others arising from work activities.
- D. To not misuse any equipment, take shortcuts or take unsafe work instructions from others on work procedures that are against the safe work method.
- E. Report any work accidents or incidents according to the established Health and Safety policy immediately to their supervisor, regardless of how minor it may seem.
- F. Report any work hazards or potential work hazards immediately to their supervisor.

## 3. Responsibilities of Guests and Vendors

- A. Follow safety instructions provided by the property when using its amenities and facilities.
- B. Take personal safety precautions to remove or reduce health and safety risks when in and around the property grounds.

## 4. Disciplinary Action

Corrective or disciplinary action, from written warning up to termination of employment depending on the severity of the violation, will be meted out when:

- A. Management and supervisory level employees who are aware of non-compliance work method incidents or accidents and did not report and/or take remedial action.
- B. Employees who intentionally do not adhere to the Health and Safety policy.
- C. Refuse to attend the required Health and Safety training.



Heinrich Morio

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