

**Punatsangchhu-I Hydroelectric Project Authority
(PHPA-I)**

Occupational Health and Safety (OHS) Policy Statement

1. Policy Statement

The Punatsangchhu-I Hydroelectric Project Authority (PHPA-I) is fully committed to providing and maintaining a safe, healthy, and sustainable working environment for all employees, contractors, visitors, and stakeholders. As one of Bhutan's major national infrastructure projects, we recognize that excellence in occupational health and safety (OHS) is integral to our operational success, environmental stewardship, and social responsibility.

Our goal is zero harm - to people, property, and the environment. Every individual working at or associated with PHPA-I has the right to a safe and healthy workplace and shares the responsibility of upholding the highest safety standards.

2. Objectives

PHPA-I's OHS objectives are to:

- Prevent work-related injuries, illnesses, and accidents through proactive risk management.
- Comply with all applicable national laws, regulations, and international OHS standards.
- Foster a safety-first culture through training, communication, and accountability.
- Continuously improve our OHS performance through regular monitoring, review, and innovation.
- Ensure effective emergency preparedness and response mechanisms.
- Promote the physical and mental well-being of our workforce.

3. Leadership Commitment

The Project Management at all levels shall demonstrate visible leadership and commitment to OHS by:

- Integrating OHS considerations into all planning, design, construction, and operational activities.
- Providing adequate resources, training, and supervision to ensure safe work practices.
- Establishing measurable OHS performance targets and reviewing progress regularly.
- Encouraging open communication, consultation, and worker participation in all safety matters.

4. Roles and Responsibilities

- The Managing Director has the ultimate accountability for ensuring OHS policy implementation, compliance, and continual improvement.
- Heads of Circles and Divisions are responsible for implementing safe systems of work, conducting risk assessments, and ensuring that all activities comply with OHS standards and procedures.
- Engineers, Supervisors and others must ensure that workers are adequately trained, informed of hazards, and equipped with appropriate personal protective equipment (PPE).
- Consultants, Contractors and Sub-Contractors shall be required to adhere to PHPA-I's OHS standards, site-specific safety rules, and Bhutan's Labour and Employment Act and its regulations.
- The PHPA-I shall register itself and its workplace with the Chief Labour Administrator, Ministry of Industry, Commerce & Employment, RGoB where any person at work in any workplace carries out any process, operation or work.
- The PHPA-I shall:
 - a) ensure the workplace or environment is free from violence and harassment. The workplace violence and harassment shall include any act or threat of physical violence, verbal abuse and even homicide, harassment, intimidation, or other threatening disruptive behaviour that occurs at the work site;
 - b) ensure employees are made aware of their rights and duties under Act and its regulations;
 - c) ensure employees are made aware of all known or reasonably foreseeable health or safety hazards to which they are likely to be exposed by virtue of their work;
 - d) ensure the workplace or environment is free from violence and harassment. The workplace violence and harassment shall include any act or threat of physical violence, verbal abuse and even homicide, harassment, intimidation, or other threatening disruptive behaviour that occurs at the work site;
 - e) ensure health, safety and welfare of their employees and non-employees who might be affected by the business undertaking including sub-contractors, visitors and general public present in their work place;

- f) prepare and implement the Occupational Health and Safety program in accordance with the Act and its regulations;
- g) improve the working environment that is hazardous to the health or safety of the employee;
- h) provide information, instruction, training and supervision necessary to ensure the health and safety of those employees in carrying out their work and to ensure the health and safety of other persons at the workplace;
- i) implement emergency management plans/procedures;
- j) provide a budget for occupational safety and health programs as per availability;
- k) provide a commitment to continually improve our performance through periodically reviewing policy, regular monitoring and effective safety management;
- l) report all accidents to the Chief Labour Administrator and the nearest Police Station and
- m) compensate all employees for injuries or diseases or death arising out of and in the course of employment

5. We ensure that each employee of the Project shall:

- a) comply with any direction given by management for health and safety;
- b) comply with safe work practices with the intent of avoiding harm/injury to himself or herself and others and damage to plant and equipment;
- c) take reasonable care of the health and safety of himself or herself and others who may be affected by their actions or omissions;
- d) wear and maintain personal protective equipment and clothing where necessary;
- e) not misuse or unnecessarily interfere with anything provided for health and safety;
- f) report accidents and incidents, no matter how minor, occurring on the job immediately;
- g) report all known or observed hazards to their supervisor or manager;
- h) will be encouraged to report unsafe acts, conditions, or near-miss incidents without fear of reprisal.

6. Key Safety Principles

- Safety is everyone's responsibility.
- All incidents are preventable.
- No task is so urgent or important that it cannot be done safely.

- OHS excellence requires teamwork, accountability, and continual learning.
- Health and safety performance is a core measure of project success.

7. Compliance and Continuous Improvement

PHPA-I is committed to complying with all relevant laws, regulations, and standards, including:

- The Labour and Employment Act of Bhutan, 2007
- The Regulation on Occupational Health, Safety and Welfare, 2022
- The Regulation on Occupational Health, Safety for Construction Industry, 2022
- Applicable International Labour Organization (ILO) conventions and best practices

We shall continually review this policy to ensure its relevance, effectiveness, and alignment with evolving project needs and safety requirements.

8. Review and Communication

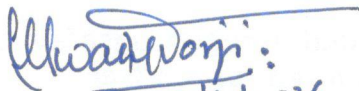
This OHS Policy shall be:

- Communicated to all employees, consultants, contractors, and stakeholders;
- Displayed prominently at all project sites;
- Reviewed annually or when significant changes occur in operations, legislation, or risk conditions.

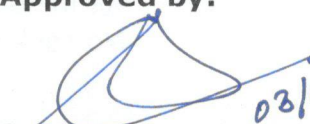
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