



HOPE SAFETY
CONSULTANCY PVT LTD

OCCUPATIONAL HEALTH AND SAFETY POLICY

Ref: HSC|OSHP|2025|01|V2.0

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Registered in SECP No. SECP-0239917

Policy Statement:

Hope Safety Consultancy Pvt Ltd is fully committed to creating and maintaining a work and training environment that prioritizes the health, safety, and well-being of all employees, learners, trainers, visitors, and contractors. We believe that a strong safety culture is fundamental to the delivery of high-quality training and consultancy services. Therefore, we integrate occupational health and safety as a core component of our daily operations and long-term strategy.

Our Commitments:

- Fully comply with all applicable national and international occupational health and safety laws, standards, and best practices, including adherence to ISO 45001:2018, to ensure a compliant and proactive safety management system.
- Consistently identify, assess, and control all potential health and safety risks related to our services and operations, including classroom training, practical sessions, and on-site activities, to eliminate or reduce hazards wherever possible.
- Provide all necessary resources, training, supervision, and tools to ensure that our staff, trainers, and learners are fully informed, skilled, and capable of performing their tasks in a safe and responsible manner.
- Foster a workplace and training environment that values continuous improvement by implementing regular reviews, safety performance assessments, audits, and active feedback mechanisms to drive improvements in safety outcomes.

Objectives:

- Maintain secure and hazard-free environments across all our workplaces, training facilities, and operational areas, both in Pakistan and the UAE, to support the health and productivity of all individuals involved.
- Ensure that all employees, trainers, and learners receive comprehensive and up-to-date health and safety training, empowering them to follow best practices, use protective equipment appropriately, and respond effectively in case of emergencies.
- Carry out prompt and thorough investigations of any reported incidents, accidents, or near misses, identifying root causes and implementing corrective actions to prevent similar occurrences in the future.
- Periodically review, update, and refine our health and safety procedures and documentation to align with evolving legislation, industry trends, and operational needs, ensuring we maintain relevance and compliance.

Responsibilities:

- **Management** Provide strong leadership and clear direction in matters of health and safety. Establish measurable safety objectives, allocate adequate resources, and promote a safety-first culture throughout all levels of the organization.
- **Employees & Trainers** Take personal responsibility for following health and safety protocols, participating in relevant training sessions, wearing the appropriate personal protective equipment (PPE), and promptly reporting unsafe conditions, hazards, or incidents.
- **Learners** Demonstrate active participation in all safety briefings and instructions provided during theoretical and practical training. Respect and adhere to all health and safety guidelines to ensure a safe learning experience for themselves and others.
- **Assessors & IQAs** Oversee and ensure that all training assessments and evaluations are carried out under safe conditions, adhering to recognized safety standards and preventing any risk to learners, staff, or facilities.

Training Practices:

- Ensure that every course offered by the organization, including IOSH, OSHA, OTHM, ProQual, and AOSH qualifications, integrates key occupational health and safety principles relevant to the subject matter and learner environment.
- Implement strict adherence to safety protocols and industry standards during all practical training exercises such as crane operations, rigging, confined space entry, working at height, and manual handling to prevent accidents and injuries.
- Empower trainers to take a proactive approach to enforcing safety rules, ensuring learners understand risks involved and are guided in safe work methods throughout the duration of training.

Continuous Improvement:

- Conduct scheduled and unscheduled audits, safety inspections, and performance reviews to identify areas for improvement and maintain compliance with health and safety regulations and internal benchmarks.
- Review this policy and the overall OHS management system annually or whenever significant operational or legal changes occur, ensuring it remains effective, applicable, and fit for purpose.
- Promote a learning culture by providing regular refresher courses, workshops, and awareness campaigns to reinforce safe behavior and educate staff and learners on emerging health and safety issues.

Communication:

- Communicate this policy clearly and consistently to all employees, trainers, learners, contractors, and relevant stakeholders, both during onboarding and throughout their engagement with the organization.
- Display the OHS policy prominently at all Hope Safety Consultancy offices, training centers, and on-site venues to raise awareness and maintain visibility of our safety commitment.
- Make this policy easily accessible through digital platforms, including publication on our official website (<https://hscpk.org>), ensuring transparency and easy reference for all concerned.

Hope Safety Consultancy Pvt. LTD pledges to uphold the highest standards of occupational health and safety in all our training and consultancy operations. We are dedicated to achieving and sustaining a zero-incident environment through proactive risk management, continuous education, and unwavering commitment from all levels of the organization.



Director
Hope Safety Consultancy Pvt Ltd