REETHI FARU RESORT
RAA ATOLL • MALDIVES

Occupational Health & Safety Policy

1. Policy Statement

Reethi Faru Resort is fully committed to providing and maintaining a safe, healthy, and sustainable working environment for all employees, contractors, guests, and visitors. We believe that the health and safety of every individual is of paramount importance and integral to our business success and reputation.

We are dedicated to the prevention of work-related injuries and ill health, compliance with all applicable Maldivian laws and regulations, and continuous improvement of our occupational health and safety performance.

2. Objectives

- To prevent workplace injuries, accidents, and occupational diseases through proactive risk management.
- To ensure that all employees understand their responsibilities regarding health and safety.
- To comply with all relevant national laws, regulations, and resort policies related to occupational health and safety.
- To continuously improve the OHS management system through regular review, employee feedback, and audits.
- To foster a culture of safety awareness, responsibility, and accountability across all departments.

3. Scope

This policy applies to:

- All employees of Reethi Faru Resort, including full-time, part-time, and temporary staff.
- Contractors, vendors, and suppliers perform work on the resort premises.
- Visitors and guests while on resort property.

4. Legal and Regulatory Compliance

Reethi Faru Resort adheres to:

- Maldives Employment Act (Law No. 2/2008)
- Maldives Occupational Safety and Health Act (Law No. 2/2024)
- International standards and best practices in occupational health and safety, including ISO 45001:2018.

5. Responsibilities

a. Management Responsibilities

- Demonstrate leadership and commitment to health and safety by integrating OHS into all operations.
- Ensure that safe work systems, proper training, and adequate resources are provided.
- Conduct risk assessments and ensure that control measures are effectively implemented.
- Promote consultation and participation of workers in all OHS matters.
- Ensure all incidents are reported, investigated, and corrective actions are implemented.

b. Supervisor Responsibilities

- Monitor compliance with safety procedures and enforce resort safety rules.
- Identify hazards and report potential risks immediately.
- Ensure staff under their supervision use personal protective equipment (PPE) properly.
- Encourage open communication on safety matters within the team.

c. Employee Responsibilities

- Take reasonable care for their own health and safety and that of others.
- Follow all safety instructions, procedures, and training provided.
- Properly use and maintain PPE as required.
- Immediately report unsafe conditions, near-misses, or incidents to supervisors.
- Participate in OHS training, drills, and meetings.

6. Hazard Identification and Risk Management

The resort will:

- Conduct regular risk assessments in all departments.
- Implement control measures based on the hierarchy of controls (elimination, substitution, engineering, administrative, PPE).
- Review and update risk assessments annually or when major changes occur.

7. Emergency Preparedness and Response

Reethi Faru Resort maintains an emergency response plan addressing fire, medical emergencies, chemical spills, drowning, natural disasters, and other potential incidents.

- Emergency drills will be conducted at least twice annually.
- All employees shall be familiar with emergency procedures and evacuation routes.
- Designated Emergency Response Teams (ERT) will receive specialized training.

8. Training and Competence

- All employees shall receive OHS induction training upon employment.
- Regular refresher training will be provided, including fire safety, first aid, chemical handling, PPE use, and manual handling.
- Specialized departments (Engineering, Diving, Watersports, etc.) will receive jobspecific safety training.

9. Health and Wellness

Reethi Faru Resort promotes both physical and mental well-being by:

- Providing access to medical facilities and first-aid services.
- Conducting periodic health check-ups for employees in high-risk jobs.
- Ensuring safe accommodation, drinking water, and hygiene standards.
- Encouraging work-life balance and stress management.

10. Incident Reporting and Investigation

- All accidents, near-misses, and unsafe acts must be reported immediately.
- Investigations will identify root causes, corrective and preventive actions.
- Lessons learned will be shared across departments to prevent recurrence.

11. Communication and Consultation

- Regular OHS meetings will be held involving department representatives.
- Employees are encouraged to voice safety concerns without fear of reprisal.
- OHS updates, safety tips, and incident learnings will be communicated through notice boards, newsletters, and briefings.

12. Monitoring and Continuous Improvement

- OHS performance will be monitored through inspections, audits, and performance indicators.
- The policy and OHS management system will be reviewed annually to ensure effectiveness.
- Continuous improvement will be achieved through training, technology, and employee engagement.

13. Policy Review

This policy shall be reviewed annually or whenever there is a significant change in operations, legal requirements, or following a major incident.

Peter Gremes

General Manager