

Health and Safety Policy

The overall and final responsibility for health and safety lies with the General Manager Peter Gremes. The responsibility for ensuring the policy is adhered to in day-to-day operations lies with the Heads of Department (HODs) as well as the Sub-Contractors.

January 2018

Statement	Responsibility	Measures
Prevent accidents by guests throughout their stay on the premises by following all rules and regulations as put forth by relevant authorities and partnering Tour Operators, but not limited to these rules	<ul style="list-style-type: none"> • All HODs • Managerial and Supervisory Staff • Sub-Contractors 	<ul style="list-style-type: none"> • Relevant Risk Assessment completed, to be updated regularly with all senior management
Prevent accidents and cases of work-related ill health of employees by following all rules and regulations as put forth by relevant authorities, but not limited to these rules	<ul style="list-style-type: none"> • Sreekant V. Pillai, Executive Chef and F&B Manager • Ahmed Nasih, HR Manager • Ismail Rafeeq, Launch Section Supervisor • Marko Piplovic, Sports & Recreation Manager 	<ul style="list-style-type: none"> • Medical checks for all staff • Training and screening of food handlers • Regular detailed boat safety checks
Provide clear instructions, adequate induction and training, to ensure employees are competent to do their work	<ul style="list-style-type: none"> • All HODs • Managerial and Supervisory Staff • Sub-Contractors 	<ul style="list-style-type: none"> • Relevant Risk Assessment completed, to be updated regularly with all senior management • Previous employment records and background information inspected • Staff given necessary health and safety induction and provided with appropriate training and protective equipment

Engage and consult with employees on day-to-day health and safety and other conditions	<ul style="list-style-type: none"> • All HODs • Hari N. Kainthola, HR Assistant Manager 	<ul style="list-style-type: none"> • Staff routinely consulted throughout working and off time • Regular staff council meetings encouraged and followed up
Implement emergency procedures - evacuation - in case of fire or significant incidents	<ul style="list-style-type: none"> • Peter Gremes, General Manager • Sasikumar R. Pillai, Chief Engineer • Nandakumar Gopinath, Security Head 	<ul style="list-style-type: none"> • Equipment, signage, information in place, escape routes marked and unobstructed • Contract with independent service provider

January 2019

Statement	Responsibility	Measures
Maintain a safe and healthy living environment	<ul style="list-style-type: none"> • All HODs • Managerial and Supervisory Staff • Staff Council • Sub Contractors 	<ul style="list-style-type: none"> • Food and accommodation provided and regularly monitored • Staff room inspections
Maintain safe and healthy working conditions	<ul style="list-style-type: none"> • All HODs • Managerial and Supervisory Staff • Sub-Contractors 	<ul style="list-style-type: none"> • Regular inspections of all work areas, ensuring action is promptly taken in case of defects • Inspections by authorities
Provide and maintain plant, equipment and machinery	<ul style="list-style-type: none"> • Sasikumar R. Pillai, Chief Engineer 	<ul style="list-style-type: none"> • Regular inspections of all equipment and machineries, ensuring action is promptly taken in case of defects • Inspections by authorities
Ensure safe storage and use of materials and goods	<ul style="list-style-type: none"> • Sarath Nath, Purchase Manager • Hauhulh Lal Remruati, Executive Housekeeper • Sreekant V. Pillai, Executive Chef and F&B Manager 	<ul style="list-style-type: none"> • Inspections by authorities • Independent service provider



Health and safety information and official publications

HR Office

Medical services

Clinic with Resident Doctor, published consultation hours

First-aid boxes

All outlets, boats

Pool safety information

Pool Bar, all HoD's

Emergency phone nos.

All outlets

Emergency calls

Reception 24/7

Reviewed November 2021

Peter Gremes
General Manager