



LESOLE CIVILS HEALTH & SAFETY ABSOLUTE RULES

- ❖ Lesole Civils has developed **TEN ABSOLUTE RULES** to govern the general Health & Safety conduct of employees.
- ❖ The aim is to focus attention on the avoidable prevalent causes of fatalities and serious injury at the work place.
- ❖ These **ABSOLUTE RULES** are mandatory and non-compliance or non-conformance should be reported.
- ❖ All reports will be investigated and may result in discipline
- ❖ These standard Absolute Rules apply to all Lesole Civils operations.
- ❖ Employee participation and consultation is advised.

TEN ABSOLUTE RULES

- 1. ALWAYS USE SUITABLE PPE FOR ANY GIVEN WORK; A SAFETY HARNESS AND FALL PROTECTION EQUIPMENT WHEN WORKING AT HEIGHTS.**
- 2. ALWAYS WEAR SEAT BELTS WHEN TRAVELLING OR OPERATING LESOLE CIVILS VEHICLES**
- 3. NEVER CARRY OUT ELECTRICAL WORK ON ELECTRICAL EQUIPMENT, CIRCUITS AND GEAR IF YOU ARE NOT QUALIFIED**
- 4. NEVER WORK UNDER THE INFLUENCE OF SUBSTANCES (ALCOHOL AND DRUGS) WHICH ARE ILLEGAL OR IN EXCESS OF LEGAL LEVELS OR WHERE THIS IMPAIRS THE INDIVIDUALS'S ABILITY TO PERFORM TASKS.**

- 5. NEVER EXCEED SPEED LIMITS OR TRAVEL AT SPEEDS WHICH ARE DANGEROUS FOR THE TYPE OF ROAD, VEHICLE OR CONDITIONS.**
- 6. NEVER USE A HAND HELD PHONE WHILST DRIVING AND ONLY MAKE CALLS BY PULLING OVER OR USING HANDS FREE DEVICES WHEN IT IS SAFE TO DO SO.**
- 7. NEVER USE/ PLUG IN HEADPHONES WHILE EXECUTING ANY FORM OF DUTY SO AS TO MAINTAIN MAXIMUM CO-OPERATION AND ALERTNESS**
- 8. NEVER EXCEED THE MAXIMUM CARRYING CAPACITY FOR ANY COMPANY VEHICLES.**
- 9. NEVER CARRY PASSENGERS AT THE BACK OF ANY LESOLE CIVILS VEHICLES.**
- 10. NEVER PERFORM ANY DUTY WITHOUT PRIOR INSTRUCTION.**

DISCIPLINARY

- ❖ Failure to comply with Absolute Rules will result in an investigation which may lead to disciplinary action.**
- ❖ This can include termination of employment for Lesole Civils employees.**