



Security and Protection Policy

Commitment to Safety

At Conexsol, the safety and protection of our employees, clients, and contractors is our top priority. We are committed to maintaining a secure work environment by strictly adhering to all Health, Safety, and Environmental (HSE) regulations. Our goal is to ensure that all installation and work practices meet or exceed safety standards, promoting a culture of vigilance and responsibility.

Installation Safety Best Practices

We follow a rigorous set of best practices during installation to minimize risks and protect everyone involved:

- **Proper Equipment Use:** All personnel are trained in the safe operation of tools and machinery, ensuring that each piece of equipment is used according to manufacturer guidelines and HSE standards.
- **Personal Protective Equipment (PPE):** PPE, including hard hats, gloves, safety glasses, and harnesses, must be worn at all times on-site. Regular checks are conducted to ensure compliance and the integrity of PPE.
- **Hazard Identification and Mitigation:** Before beginning any installation, potential hazards are identified and assessed. Steps are then taken to mitigate these risks, such as securing ladders, marking off dangerous areas, and conducting pre-work safety briefings.

Best Practices During Work Hours

To maintain a safe work environment during all phases of our projects, Conexsol® enforces the following practices:

- **Regular Safety Training:** Employees participate in mandatory safety training sessions to stay updated on best practices and HSE regulations. This includes emergency response drills and handling hazardous materials.
- **Reporting and Monitoring:** Any incidents, near-misses, or safety concerns must be reported immediately to the site supervisor. Regular site inspections and audits are conducted to monitor compliance with safety protocols.
- **Worksite Security:** Access to work areas is restricted to authorized personnel only. Safety barriers, signage, and surveillance are used to maintain site security and prevent unauthorized entry.

HSE Compliance and Regulatory Standards

Conexsol® is fully committed to complying with all HSE regulations and industry standards. Our team ensures that:

- **Documentation and Record-Keeping:** Accurate records of safety training, inspections, incident reports, and compliance checks are maintained and regularly reviewed.
- **Continuous Improvement:** We regularly assess our safety protocols to identify areas for improvement. Feedback from employees and audits contribute to our ongoing commitment to enhance our security measures.
- **Legal Compliance:** Our operations meet all local, national, and international safety regulations. We stay up-to-date on regulatory changes and integrate them promptly into our policies.

Employee Responsibilities

Each Conexsol® employee has a personal responsibility to contribute to a safe work environment by:

- **Following Safety Procedures:** Adhering to all safety protocols and regulations specific to their role and site.
- **Participating in Training:** Attending required training sessions and staying informed on safety policies.
- **Reporting Concerns:** Reporting any unsafe conditions, potential hazards, or violations of safety protocols to their supervisor or the HSE officer immediately.

Enforcement and Accountability

Non-compliance with safety protocols can result in disciplinary action, including termination of employment. Conexsol® holds all employees accountable for maintaining a secure and safe working environment. Supervisors are responsible for enforcing these policies and ensuring that all team members understand their role in achieving our safety goals.

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