



## HEALTH & SAFETY POLICY

At Thema Collection, the safety and well-being of our employees and guests are at the core of our values. As an eco-friendly hotel chain in Sri Lanka, we are dedicated to creating a secure and comfortable environment, where everyone feels protected and cared for. Our Health and Safety Policy outlines our unwavering commitment to maintaining the highest standards of safety, adhering to all applicable laws and regulations, and fostering a culture of responsibility throughout our organization.

*Our health & safety policy encompasses the following principles:*

- **Employee Well-being:** We prioritize the safety and well-being of our employees, striving to prevent workplace accidents and injuries.
- **Guest Safety:** Guest safety is paramount, and we maintain strict safety standards and protocols to ensure a secure and comfortable stay.
- **Compliance with Laws:** We adhere to all relevant health and safety laws, regulations, and industry standards in Sri Lanka.
- **Risk Assessment and Mitigation:** Regular risk assessments are conducted, and measures are implemented to mitigate potential hazards.
- **Health and Hygiene Protocols:** We maintain strict health and hygiene protocols to safeguard against communicable diseases.
- **Emergency Preparedness:** We conduct regular drills and training to prepare employees for emergency situations.
- **Safety Training and Education:** Comprehensive safety training is provided to employees to maintain a safe environment.
- **Incident Reporting and Investigation:** All incidents are promptly reported and investigated to prevent recurrences.
- **Ergonomic Considerations:** Ergonomic measures are prioritized to promote employee well-being.
- **Fire Safety:** Fire safety measures, including alarms and evacuation plans, are in place to respond effectively to fire emergencies.
- **Safe Equipment and Machinery:** Regular inspection and maintenance ensure safe equipment and machinery usage.
- **Contractor Safety:** Contractors are expected to adhere to our health and safety standards while on our premises.
- **Environmental Safety:** Measures are taken to protect the environment from potential hazards.
- **Personal Protective Equipment (PPE):** Employees are provided with appropriate PPE when necessary.
- **Continuous Improvement:** We are dedicated to continuously improving health and safety practices through ongoing reviews and feedback.

Thema Collection places the highest importance on health and safety, ensuring the well-being of our employees, guests, and the environment. Our commitment to safety and responsibility permeates our organization, fostering a culture that prioritizes the welfare of all stakeholders.

Sustainability Team – Thema Collection