

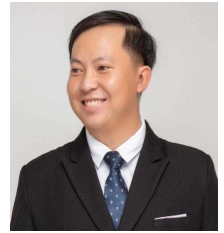
Pham Trung Hieu

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Summary

- Experienced Health and Safety Lead with over **five years** in implementing and managing occupational health and safety programs across diverse environments, including factories, high-rise building projects, and office settings. Skilled in safety systems, procedures, and processes, with two years of hands-on experience in a chemical manufacturing plant. Well-versed in Vietnamese safety regulations and compliance standards
- Successfully implemented and managed health and safety programs within industrial environments, ensuring full compliance with local regulations while fostering a culture of safety among employees.
- Demonstrated ability to analyze safety trends and execute corrective actions that drive continuous improvement across operations.
- Proactively addresses administrative issues, efficiently identifies and allocates resources, and consistently enhances office procedures to boost productivity and minimize errors.

Enthusiasm and the ability to both safely manage and adapt to fluctuating work demands; desire to succeed; trustworthy and reliable; decisive; strong commitment to HSE job.

- A sound understanding of HSE plan, safe work method statement and risk analysis.
- Develop regulation, procedure and plans on HSE within the factory following ISO 9001, 14001, 45001 especial Procedure and management ISO 45001.

Work Related Skill Set

Health and safety Lead experience

- **Labor Safety Management:** Oversees factory safety practices, including pressure equipment, electrical systems, fire protection, workplace safety, and internal traffic. Conducts risk assessments and monitors compliance with safety regulations.
- **Planning and Budgeting:** Develop annual plans and budgets for equipment safety, health check-ups, inspections, labor environment monitoring, and safety training.
- **Coordination and Compliance:** Works with department heads to implement, inspect, and evaluate safety processes, including those for pressure equipment, fire protection, and electrical safety. Prepares and maintains documentation to ensure compliance with legal standards.
- **Training and Incident Prevention:** Provides safety training for employees, contractors, and visitors; organizes drills for fire protection, chemical safety, and emergency response; investigates incidents to prevent future accidents.
- **Regulatory Monitoring:** Regularly updates and implements state and partner safety regulations, including ISO45001 documentation, to ensure the factory meets evolving safety standards.
- **Reporting and Documentation:** Prepares weekly and monthly safety reports for senior management using Power BI and Excel; tracks safety compliance; maintains worker records and machinery management.
- **On-site Management and Auditing:** Conducts regular HSE inspections and audits on contractors and site conditions, reviews contractor risk assessments, and oversees on-site safety for construction equipment and scaffolding.
- **Health Initiatives:** Coordinates with medical and HR departments to conduct annual health checks and occupational disease prevention programs, focusing strongly on labor health and safety.

Work History

Health Safety, Environment (HSE) Leader,

Jan 2021 – Present

Bien Hoa Chemical Factory and Head office Southern Basic Chemicals [Vinachem, 1 District]

- Report directly to the Health and Safety Manager and Deputy Director.
- Responsible for a staff of approximately 1200 employees, including 5 expatriates,
- Led health and safety programs across 3 factories, achieving a 100% reduction in [accidents/injuries/claims] and no incidents, LTI
- Manage all activities on Labor Safety at factories such as Pressure Equipment Safety; Electrical Safety, Fire Protection System Safety; Safety at work locations including risk assessment, working posture and Internal Traffic Safety.
- Make annual plans and budgets at the factory for equipment safety, health check-ups, inspections, labor environment monitoring, training.
- Coordinate with department heads to deploy, inspect, monitor and evaluate processes of pressure equipment, electricity, fire protection systems and equipment at work locations.
- Provide guidance and training to customers, visitors, and meet customer requirements on safety.
- Coordinate with department heads to compile procedures and regulations in accordance with the Law.
- Create files to track legal requirements to ensure compliance at the factory.
- Report and record the monitoring of equipment with strict requirements on the company system
- Check the site, evaluate compliance with the factory's regulations on Electrical Safety.
- Check the fire protection system and equipment periodically every month, prepare inspection reports to ensure the fire protection system is operating properly
- Update circulars, decrees, documents of the state, of the Investor, of partners on labor safety including: Pressure equipment, electricity, fire prevention, safety at the workplace and internal traffic.
- Coordinate, investigate related incidents and develop solutions to prevent accidents related to machinery to meet the set targets.
- Organize and conduct annual fire protection drills with the Provincial Fire Police.
- Organize internal safety training for BOD and department heads in the factory every year
- Coordinate with external units to deploy safety training with strict requirements for group 3 according to regulations.
- Coordinate with the medical department and human resources to implement annual health check-ups and occupational disease prevention.
- Organize internal drills on chemical safety, first aid safety and emergency response situations for chemical spills and environmental incidents
- Participate in giving advice to factory directors on occupational safety measures, give constructive feedback on occupational safety situations in production.
- Make weekly and monthly reports to the Department Head and the General Director of the Group using Power BI and Excel dashboard

- Provide guidance, report and investigate occupational accidents in accordance with current regulations of the Law.

Health Safety, Environment (HSE) Leader,

Oct 2018 – Jan 2021

MDI Consulting (Vietnam) Co., Ltd [MDI and Singapore, Phu Nhuan District, Ho Chi Minh]

- Reported directly to the HSE Director
- Managed occupational health and safety across 4 sites and projects overseeing a total of approximately 650 employees.
- Led health and safety programs across 4 sites, achieving a 100% reduction in [accidents/injuries/claims].
- Check, monitor and follow regulations of environment, labor health, and safety in the company.
- Evaluate compliance of laws/regulations, conduct activities follow laws/regulations related to ESH.
- Manage activities of contractors, implement machinery safety standard, fire fighting, electric fire audit, and rescue management and take part in accident/incident investigation.
- Check, monitor the working environment and suggest solutions to improve issues of labor health, safety and environment.
- Prepare, update, revise, maintain concerned documents in ISO45001 system.
- Make the plan and follow up the training plan of environment, labour health and safety in the company.
- Follow and support ESH section Manager, and superior.
- Assist the HSE Director in setting up the procedures for Health, Safety & Environment (HS&E) on the Project
- Carry Out a minimum of 3 formal recorded HSE inspections a week.
- Responsible for on-site safety management including recording all HSE contraventions on the MDI+ HSE system (Yellow Jacket) if implemented on the site.
- Carry Out the monthly HS&E audits on the contractors and site conditions. The Senior Construction Manager will provide direction on this.
- Work with the contractors to ensure the HS&E induction where not carried out by MDI is to a standard acceptance to MDI.
- Review Contractor method statements and risk assessments and advise the status to the Senior Construction Manager.
- Manage worker records, machinery and equipment at the site (management of tower cranes, excavators, self-propelled cranes ...)
- Training, toolbox for workers before work.
- Checking & monitoring machines, occupational safety and sanitation tasks on site.
- Management of scaffolding erection switches, drawing construction measures of scaffolding.
- Proposed materials for construction work safely at the project.
- Manage team, day, lift, arrange, coordinate work for workers.
- Project and Office
 1. Meridian Chemical Manufacturing – Tan A Dai Thanh IP – Long an Province.
 2. Cainiao Smart Logistics Project – Giang Dien IP – Dong Nai Province.
 3. Kormal Project - Long Thanh IP - Dong Nai Province.

Education & Certificates

Education

- **Bachelor's Degree in Electrical and Electronic Engineering,** Hutech University of Technology **2014-2018**
- **Advanced Diploma Health and Safety** College of Labor Protection, College of Technology 2_ 2024 -2/2026 (on going)



Certified Professional

- Certified NEBOSH International General Certificate in Occupational Health and Safety **2024**
- Certified Diploma in Workplace Safety and Health **2024**
- Certified ESG Environmental, Social and Governance **2024**
- Certified IOSH Managing Safety **2023**
- Certified AQS Awareness and internal Audit of ISO 45001- 2018 **2023**
- Certified Fostering knowledge of occupational health and environmental safety management **2022**
- Certified Occupational Safety and Hygiene Training GROUP 1 **2022**
- Certified Occupational Safety and Hygiene Training, Group 2 **2022**
- Certified ITC Essentials of Fire Safety Inspection **2024**



- Certified ILO - The Impact of Climate Change and Heat Stress on Occupational Health and Safety 2024
- Certified ITC Major Industrial Accidents and Their Prevention 2024
- Certified CSR in India, Shaping Responsible Corporate Culture 2024
- Certified CSRD Fundamentals 2024
- Certified ITC Fire Safety Management 2024
- Certified ITC Improving working and Health condition in agriculture 2024
- Certified SHEILDS Auditing Awareness 2024
- Certified SHEILDS Risk Assessment Awareness 2023



Achievements

- 1 million hours of safety for the Cainiao project and Factory.
- Excellent safety staff at Bien Hoa chemical factory
- Led health and safety programs across 3 factories, achieving a 0% reduction in [accidents/injuries/claims] and no incidents, LTI.
- Fully complete the requirements for degrees and certificates in the field of HSE.

Professional Affiliation

- Membership of NEBOSH and IOSH
- Member of HSE International

Reference

Name of Reference: Dat Tien Luu

Position: HSE MANAGER

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