



**MONIER**



# **HEALTH & SAFETY POLICY AND RULES**





## HEALTH & SAFETY POLICY

**The Monier Group is committed to providing a safe and healthy work environment for its stakeholders and to conducting its various businesses in a safe manner. Health and safety are core values that must be incorporated into all aspects of our business.**

We integrate health and safety objectives into our management systems at all levels of the Monier Group. Management is accountable for the prevention of injuries and occupational illnesses.

Everyone working for Monier expects a safe and healthy work environment and in turn, we expect everyone to contribute to that safe environment through responsible behaviour.

Everyone is also expected to demonstrate that health and safety are core values through visible commitment and active engagement of each other.

When it comes to safety, we believe the only acceptable number is zero – zero accidents, incidents or occupational illnesses. Reaching this goal is critical for us to reach excellence.



## HEALTH & SAFETY RULES

- **Responsibility:** Line management is responsible for H&S implementation, communication and compliance.
- **Training:** Employees, managers and contractors must be trained to work safely and manage H&S in their areas.
- **Everyone:** Everyone working for Monier, including contractors, must respect H&S Rules.
- **Improvement:** All business units must have an annualised H&S improvement plan as part of the Performance Plan.
- **Organisation:** All business units must have a H&S Committee composed of managers and relevant experts and partners.
- **Compliance:** All business units must comply with the Monier Group H&S Standards.
- **Reporting:** All incidents and accidents must be reported at the appropriate level, investigated and the resulting findings must be shared.
- **Transparency:** Safety results must be visibly communicated to everyone.
- **Measurement:** All operations must be regularly audited against the Monier Group Policy, H&S Management System (HSMS) and Standards.
- **Support:** H&S Organisation must be resourced and trained to provide support to the line management.
- **Condition of employment:** Compliance with these Rules is a condition of employment and a criterion for career development.

