

# DIACORE

## DIACORE GROUP HEALTH AND SAFETY POLICY

Diacore is committed to pursuing the highest standards of health and safety, and the provision of a safe and healthy working environment, which includes minimising the risk of contagious diseases in the workforce, for individuals in accordance with the national minimum requirements of the relevant countries and with due consideration to the international standards set out in ILO Conventions.

### **Commitment:**

- Diacore will provide and maintain, as far as is reasonably practicable, a working environment that is safe and without risk to the health of the employees.
- To maintain our commitment to the BPP's Diacore shall have this policy made publicly accessible (via the Diacore website). This policy is further supported by a documented health and safety management system that assigns responsibility to a senior manager and assigns responsibility as the Health and Safety representative to a designated employee. All identified risks will be reviewed annually
- Diacore will be proactive in the prevention and reduction of the risk of accidents and work-related ill health, bearing in mind knowledge of specific dangers within the industry.
- Diacore will prioritise worker safety above operational expediency.
- Diacore will, if required, co-operate fully with workers' health and safety representatives and appropriate authorities, and will also contribute positively to ongoing improvements within the company.

### **Implementation:**

In order to ensure the practical achievement of our commitment:

- Diacore will maintain a management system that integrates health and safety into its decision-making processes and will ensure regular assessments of health and safety compliance.
- Diacore will ensure it has appropriate resources to identify, avoid and respond to potential health and safety risks, including emergencies and accidents.
- Diacore will consult with its workers on health and safety and conduct the required health and safety meetings to ensure compliance with legislation.
- Clear information relating to health and safety standards will be provided to workers. This will include clear product information and labelling, which complies with relevant national legislation.
- Diacore will provide information, instructions, regular (and recorded) training, and supervision as may be necessary to ensure the health and safety of Workers and to foster an awareness of shared responsibility and accountability.
- General responsibility and accountability for the development of health and safety policy elements will be assigned to a senior management representative.
- A clear description of the formal agreements and communications between Diacore and worker representatives on issues related to health and safety will be made.
- Diacore will maintain safe and healthy working conditions appropriate to the tasks performed.
- Diacore will ensure that the risk of workplace hazards is assessed, and controls are implemented to minimise the risk of accidents and injury to employees.

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- Diacore shall provide (where necessary) the appropriate personal protective equipment (PPE) to workers, which will be provided free of charge and will ensure that it is current and correctly worn or used.
- Diacore will ensure that work performed is under the general supervision of a person trained to understand the hazards associated with it and who has the authority to ensure that precautionary measures taken by Diacore are implemented.
- Diacore will establish:
  - What hazards to the health and safety of persons are attached to any work which is performed; and
  - What precautionary measures should be taken to protect the health and safety of persons.
- Diacore will use all reasonable endeavours to practically implement procedures with regards to national legislation and appropriate safety requirements in the following areas:
  - Plant and equipment; the handling and use of dangerous materials; first aid; fire; personal protective clothing; procedures for dealing with emergencies and accidents, workplace construction, size and layout; working environment and appropriate working conditions; lighting; wiring; equipment installation; use of machinery; chemicals and other waste and/or any other relevant area.
- Diacore will not permit any worker to do any work unless appropriate precautionary measures have been taken.
- Diacore will investigate work related accidents, diseases (contagious or otherwise), fatalities and keep records of such incidents, their causes and subsequent remedial action will be undertaken to prevent reoccurrence.
- Clear information will be communicated to the Workers about health and safety standards relevant to Workers' activities and based on best practice standards from across the industry. Special hazards, tasks or conditions of work will be highlighted together with the relevant measures and procedures provided, including any relevant training, to protect individuals.
- Workers will undergo regular training with regards to health and safety issues fostering an awareness of shared responsibility and accountability. Training will include but not be limited to:
  - Specific role-related health and safety hazards and controls.
  - Appropriate action in the event of an accident or emergency.
  - Workers' right and responsibility to stop work or refuse to work in situations with uncontrolled hazards, and for any worker or visitor to immediately flag these situations to those at imminent risk and to management.
- Worker will be informed and trained on company policies and procedures pertaining to the abuse of drugs, alcohol and/or other illegal substances.
- Diacore will ensure that there are suitable and sufficient first aid provisions and fire-fighting equipment available.
- Suitable and sufficient fire-alarms will be installed in all workplaces and emergency evacuation procedures will be communicated to workers and mock drills will be carried out on a regular basis.
- Diacore will ensure all workplaces are adequately constructed to meet accepted national building regulations and appropriate lighting will be provided for the specific tasks to be performed.
- All electrical wiring shall be installed and checked to meet national electrical wiring and safety regulations, and all equipment shall be installed to a high quality of electrical and mechanical safety free from any health hazard.

Notwithstanding Diacore's foregoing commitment, workers understand that for the benefit of their own safety, and that of their colleagues and the workplace, they shall have the following Rights and Obligations with regards to health and safety:

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## ***Rights and Obligations of Workers:***

- Every worker will also be responsible for health and safety issues within their own role. As regards any duty or requirement imposed on him/her by Diacore, workers will cooperate with Diacore to enable such duty or requirement to be performed or complied with.
- Every worker will take reasonable care for the health and safety of him/herself and of other persons who may be affected by his/ her acts or omissions.
- Workers must carry out any lawful order given to him/ her and obey the health and safety rules and procedures laid down by Diacore, in the interest of health or safety.
- Workers may not be under the influence of or abusing drugs, alcohol and/or other illegal substances nor have any of the aforesaid in their possession or on the premises and accept the consequences of failing to adhere to this obligation.
- Workers may leave work situations in which they reasonably judge that there is serious and imminent danger to life or health, without consequences from management, until such danger has been removed.
- Workers becoming aware of any situation which is unsafe or unhealthy must report the same as soon as is practicable to management or to the health and safety representative and the records kept on the Health and Safety file.
- Workers involved in any incident which may affect his/her health, or which has caused an injury to him/herself, must report such incident to management or to the health and safety representative as soon as practicable, but not later than the end of the particular shift during which the incident occurred, unless the circumstances were such that reporting the incident was not possible, in which case the Worker shall report the incident as soon as practicable thereafter.
- Workers who suffer work-related injury, illness, or harm shall be supported in obtaining appropriate compensation, medical treatment, and rehabilitation in accordance with applicable legal and regulatory requirements.
- Workers may not intentionally or recklessly interfere with, damage or misuse equipment that is provided in the interest of health and safety.

Diacore's policy on Health and Safety will be effectively communicated to both management and all workers.



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**Management Approval**  
*He who is duly authorised*