



SIPEF POLICY ON OCCUPATIONAL HEALTH AND SAFETY

1. SIPEF recognizes that a safe and healthy workplace is of the utmost importance. SIPEF is therefore committed to provide a safe working environment for all employees and other stakeholders.
2. SIPEF supports the implementation of local laws and regulations, as well as of applicable international agreements and standards relevant to Occupational Health & Safety (OHS).
3. SIPEF believes in continually improving its health and safety record through:
 - the identification and reduction of hazards and risks in its operations
 - the provision of adequate resources for the effective implementation of OHS programmes and procedures, including strict compliance reviews and field supervision/inspection.
 - ensuring that OHS policies and procedures integrate with all other group policies and procedures.
4. This policy will be communicated to all employees and will be made available to other stakeholders.
5. SIPEF will ensure all its employees, its contractors and their employees, are made aware and understand of their individual OHS rights and obligations.
6. Non compliance with this policy will result in disciplinary action up to and including dismissal, and might result in legal action.
7. This Policy applies to all Companies under the Management of SIPEF.