

OCCUPATIONAL HEALTH AND SAFETY POLICY

Siat values its employees and is committed to ensuring their safety and good working conditions.

Siat, through its personnel at the highest level, undertakes to make every effort to limit the reasonably foreseeable risks incurred by these workers and local residents during its activities.

Siat has developed these policies to communicate its values and expectations to all workers and expects all its subsidiaries and all its workers, partners and associates to fully adhere to them.

OCCUPATIONAL HEALTH AND SAFETY

Siat, as an employer, is committed to providing a safe working environment for all its employees and taking all reasonable steps within its power to ensure the safety, health and welfare of all persons, including visitors and subcontractors, affected by company operations.

Siat will ensure, as much as reasonably possible, that all premises, installations and equipment within its premises are safe and without risk to the health and safety of its employees.

In pursuance of this policy, Siat is committed to:

- ④ Complying with all applicable laws and relevant occupational health and safety requirements.
- ④ Ensuring sufficient information, instruction, training and supervision are given to employees to enable them to avoid hazards and to contribute positively to their own health and safety at work.
- ④ Actively support consultation with employees on all matters affecting their health and safety through the implementation of committees in all subsidiaries.
- ④ Protecting employees by minimizing occupational risks through the provision of adequate personal protective equipment (PPE).
- ④ To make compulsory: work clothes, safety shoes, wearing helmets and earplugs in all its factories.
- ④ Instituting general risk assessment procedures in order to identify all relevant hazards and prioritize them for remedial action.
- ④ Ensuring appropriate preventive and protective measures are implemented and maintained to reduce risks to an acceptable level on all sites and for affected local residents.
- ④ Ensuring that the necessary resources are available for their implementation and regularly monitor progress.
- ④ Ensuring regular medical check-ups of the most exposed employees (in particular to chemicals).
- ④ Providing health coverage including compensation in case of work-related accident.
- ④ Performing investigations of all incidents that have or could have resulted in serious personal injury or damage to property and acting to prevent reoccurrence.

STORAGE AND HANDLING OF CHEMICALS

Siat is committed to promoting the judicious and efficient use of chemicals, addressing and minimizing the potential risks and adverse effects on humans and the environment associated with their use, and preventing accidental spillage resulting from improper handling.

To ensure that chemicals are stored and handled in the safest and most secure way Siat commits to:

- ④ Eliminating the use of chemicals categorized as Class 1a or 1b by the World Health Organization (WHO) or listed in the Stockholm or Rotterdam Conventions, as well as Paraquat.
- ④ Using only registered pesticides approved by local authorities.
- ④ Put measure into place to limit use of herbicides and pesticides.
- ④ Having the Material Safety Data Sheets (MSDS) of chemicals used available in each department concerned.
- ④ Training and informing employees in charge of handling (transportation, storage and use) chemicals on the best management practices, first aid and safety procedures in case of accident.
- ④ Storing, recording, labelling and disposing chemicals in accordance to national or international guidelines and best practices (as stated into group procedure regarding chemicals).
- ④ Ensuring that pregnant and breast-feeding women do not undertake any activity related to hazardous chemical handling.
- ④ Equip all employees handling chemicals with appropriate PPE.

TRANSPORT

Siat is fully committed to securing the safety of its workforce, visitors and others who might be affected by its transport activities and to continuously ensure improvement in respect to transport safety performance.

Siat's specific objectives are:

- ④ To ensure safe transport between Siat sites, in respect to company activities.
- ④ To avoid transport related injuries and damage to property, including for local residents.
- ④ To continuously improve transport safety performance.
- ④ To carry out risk assessments of transport operations and implement measures to control or prevent identified risks.
- ④ To deliver trainings and sensitization of the workforce to ensure individual awareness of safe travel behaviour and responsibilities, and to build the required skills and competencies of drivers.
- ④ To implement regular and broad communication in respect of good practices in transport safety.
- ④ To encourage a sustainable behavioural change to promote an organization that gives high priority to transport safety.
- ④ To have zero tolerance when its vehicles are driven without respecting traffic laws.
- ④ Promote and disseminate this policy with its subcontractors.

Should you need additional information on H&S related matters, please contact the HSE Unit.
Or visit our website: www.siat-group.com

Subsidiary management

August 2018



Siat group management