



MADMC ENTERPRISES HEALTH, SAFETY AND ENVIRONMENTAL STATEMENT

In support of the fundamental business goal, the MADMC Management Team are fully committed to MADMC achieving high standards of performance in safeguarding the health and safety of employees, and minimizing both the risk to the public and the impact on the environment of our activities.

A good health, safety and environmental record is a positive business investment for MADMC .

The MADMC Health, Safety and Environment statement supports the policy by expanding on the policy statement, detailing responsibilities, organization arrangements and outlining future strategy.

For detailed guidance you should refer to the standards and procedures relevant to your work.

MADMC will have in place and maintain systems to achieve the following principals:

- Comply with all relevant legislation and appropriate commercial codes of practice
- Ensure that effective lines of communication are maintained with the relevant agencies and consultative bodies.
- Require all employees, including contractors and partners, to work to Company standards, to work safely and with due consideration for the health and safety of themselves and the public and to protect the environment.
- Ensure that those involved in company activities are competent and have adequate resources available to carry out their duties.
- Assess the health, safety and environmental effects of its policies, programs, plans and activities.
- Aim to make continuous improvements in its health, safety and environmental performance.
- Ensure that appropriate training is available to meet individual responsibilities and needs.
- Foster and understanding of health, safety and environmental issues relating to it's business among employees, suppliers, customers, stakeholders and communities local to it's operations and seek to understand and take account of their concerns.
- Report publicly on its health, safety and environmental performance against pre-stated targets.



Responsibilities of all Employees

Whatever job you do, you have a duty to co-operate in ensuring that your work place is safe for everyone who might be affected by your actions, and to take reasonable care not to do anything which might endanger either yourself or others or cause avoidable damage to the environment. You must not knowingly act in a way which may cause either you or the Company to be in breach of the law or damage the reputation of the Company. You must take account of the potential hazards and risks in everything you do.

If during the course of your work you are injured, become unwell, or are involved in or become aware of any situations which are potentially unsafe or which present a threat to the environment, you must inform your manager or supervisor at the earliest opportunity.

Responsibilities of Directors

The Managing Director is responsible, through his directors, for ensuring that adequate organization and arrangements exist for the effective implementation of the Company's policy on health, safety and the environment and for compliance with the relevant laws.

The Director responsible for health, safety and the environment advises the Managing Director on matters relating to the Company policy.

At regular intervals a formal report is submitted on policy implementation and the level of performance achieved, together with a report on the results of the audit process.

Directors set targets and objectives as appropriate and resources are provided as necessary to ensure that Company policy is implemented effectively and performance measured and reviewed.

Details of any safety or environmental incident involving a fatality, major injury or significant damage to the environment or property are reported at the earliest opportunity.

Directors ensure such incidents are fully investigated and any lessons that are learnt are passed on rapidly to those parts of the Company that would benefit.

Responsibilities of Managers

Management of health, safety and the environment is given a high priority and is made an integral part of all business processes.

Implement Company and MADMC policy within your area of responsibility, based on guidance provided and assistance available from specialist advisers.



Ensure you are familiar with the issues and legal requirements relevant to your area of work and understand the health, safety and environmental risks of the operations and activities for which you are responsible.

To minimize health, safety and environmental risks, you must assess the work activities you control and take measures commensurate with the level that the risk demands.

You must assure yourself that work is properly planned and resourced, that appropriate controls are implemented and that the personnel involved are adequately instructed, trained and supervised.

Accidents and incidents, including 'near misses', are reported as required by legislation and Company policy, so that lessons can be learnt and shared with others who may be similarly affected. Environmental incidents and near misses are reported as required by legislation and Company policy.

You must always be alert to the possibility of occupationally related illness amongst the people who work for you, and report any suspect or proven cases. You must ensure Company policy, in respect of health surveillance, is implemented.

Should a member of your work force be absent as a result of an accident whilst at work, you must report and investigate the circumstances. Similar reporting arrangements apply should there be injuries to persons other than Company employees or damage to the environment or property, result from activities within your control. Circumstances or incidents where there is a serious risk to health, safety or the environment must also be reported even if there is no actual injury, or damage.

Organization

The MADMC Management Team (MMT) has the overall responsibility for ensuring the effectiveness of health, safety and environmental management.

The responsibility for health, safety and the protection of the environment is clearly allocated to line management, who are expected to be fully committed to achieving continuous improvement and to leading by example. They are required to undertake the setting of targets, monitoring and reporting of performance, allocating resources, facilitating communication and ensuring competency of employees and contractors, with advice from the Safety and Environment staff.

Occupational Health professionals provide an Occupational Health Service to MADMC employees with advice from the MADMC Senior Medical Adviser and Health, Safety and Environment staff.

The arrangements are as follows:-



The Health, Safety and Environment team is responsible for the provision of strategic health, safety and environment support to the MADMC Management Team to ensure compliance with statutory requirements and consistent implementation of policy.

More specifically the responsibilities of the Health, Safety and Environment team include:
Advice to the MADMC Management Team on the development and formulation of MADMC's strategic Health, Safety and Environment Management in consultation with MADMC Directorates.

Providing a Health, Safety and Environment management system framework which ensures a consistent approach to the implementation of legislative, regulatory and Client requirements.

Providing an expert advisory service to MADMC's Directorates in respect of MADMC's strategic 'Health, Safety and Environment Policy'.

Assessing external influences on Health, Safety and Environment Management within MADMC, with regulators, legislators, Clients and decision makers to establish positive relationships.
Ensuring robust systems are in place for monitoring Health, Safety and Environment performance, including contractors, against Health, Safety and Environment Strategy, Plans, Objectives and Performance Indicators.

Benchmarking Health, Safety and Environment performance and best practices both internally within MADMC Directorates and externally within the country of operation.

Ensuring minimum requirements are set and achieved for Health, Safety and Environment Auditing of management systems, facilities, operations, suppliers and contractors. To ensure compliance with legislative, regulatory and MADMC requirements and prepare plans to improve performance.

Strategy

MADMC will develop, maintain and improve a positive health, safety and environment culture through line management by:-

- Ensuring the effective operation of the Health, Safety and Environment Management System.
- Assessing the risks to people and property arising from activities and the use of substances and ensuring that effective risk control measures are in place.
- Ensuring that employees are competent and adequately trained to carry out the duties assigned to them.

- Implementing measures, reviewing and auditing systems to monitor the achievement of performance standards against compliance with legislation and company policy.
- Ensuring systems are in place for the reporting and investigation of 'near misses', accidents and incidents including the analysis of relevant data.
- Having arrangements in place to assess the performance of contractors carrying out work on MADMC's behalf.

Strategy for Health

The Occupational Health providers will promote employee health, with the assistance of specialists, by:

- Advising management and employees on all work related health matters.
- Assisting in the prevention of adverse health effects.
- Advising management and employees on how to ensure that exposure to physical, chemical and biological hazards in the work place is either prevented or controlled, as far as is reasonably practicable, and that the risks of adverse effects on health are kept to a minimum.
- Carrying out regular medical examinations and health surveillance for identified at risk groups of workers.
- Advising on the employment of disabled people.

Strategy for Safety

Through Line Managers MADMC will:

Ensure targets are set and communicated for MADMC Directorates to improve performance.

Minimize identified risks by:

- development and improvement of systems of work procedures
- use of the most suitable tools, equipment and materials.

Assess the effectiveness of MADMC policy by the:

- degree of compliance with performance standards
- identification of areas below standard or inadequate
- analysis of accident, ill health and incident data
- number of prosecutions or enforcements.

Reduce the level of accidents throughout our business by improved awareness, education and training.



Strategy for the Environment

Through Line Managers, MADMC will implement, maintain and review systems to:

- Comply, as a minimum, with all environmental legislation, regulations and company policies.
- Address its environmental responsibilities and develop a continual improvement process by adopting environmental management practices throughout the business.
- Develop understanding and improve relationships with environmental regulators, pressure groups, site neighbors and the general public.
- Set and review internal environmental objectives and targets, and link them to personal performance.
- Develop a strategy towards sustainable improvement.

Ensure that all employees and contractors understand that ‘the way we do things’ in MADMC affects the environment.

Produce ‘easy to read and understand’ environmental procedures that inform, instruct and protect the environment and those working on behalf of MADMC.

Identify the environmental risks of MADMC’s operations and eliminate or reduce those risks to prevent pollution.