

Occupational Health and Safety Policy

POLICY STATEMENT

Intervet Schering-Plough Animal Health (ISPAH) is committed to ensuring a healthy and safe workplace is provided and maintained for all employees, contractors and visitors.

ISPAH considers health and safety an integral part of its core business objectives and regards safety, health and environmental excellence as an essential element of every activity and as a shared business value that must not be compromised.

This will be achieved through

1. Providing the resources to develop and maintain an effective health and safety management system.
2. Recognising and accepting as a minimum all responsibilities imposed by relevant statutory requirements.
3. Consulting with employees on health and safety issues through their Safety Health and Environment Representatives and the Safety Health and Environment Committee.
4. Development of policies and procedures for specific areas which will support this policy.

RESPONSIBILITIES

Safety depends on the cooperative effort of everyone concerned, but the following responsibilities apply –

Senior Management and Department Managers are responsible and accountable for:

1. Creating an atmosphere where safety, health and environmental excellence, stewardship, and coaching among employees is encouraged and valued.
2. Ensuring that activities are resourced to the extent necessary to ensure the health and safety of persons either performing or who are affected by those activities.
3. Implementing safety measures within their control in accordance with legislative requirements, relevant compliance codes and applicable standards.
4. Providing information, instruction, training and supervision to all persons under their control, including contractors and visitors to ensure that any risk is minimised.
5. Participating in the discussion and development of external safety, health and environmental laws, regulations, standards and guidelines, as appropriate.
6. The formulation, promulgation and review of specific safety rules for activities conducted within the area under their control.
7. Consultation on all occupational health and safety issues occurring with Safety Health and Environment Representatives and the Safety Health and Environment Committee.

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All employees of ISPAH are:

1. Responsible for following safe work practices consistent with the extent of their control or influence over working conditions and methods.
2. Required to cooperate with management in achieving a safe and healthy workplace.
3. Required to take reasonable care for their own health and safety and of anyone else who may be affected by their actions.
4. Encouraged to actively contribute to the continuous improvement of the Company's health and safety policies and procedures.

Visitors and Contractors are:

1. Required to comply with all reasonable instructions given, consistent with their protection as well as the protection of others whilst on site.

Human Resource Department is responsible for:

1. The provision of professional advice and assistance to support the implementation of relevant safety practices and compliance with legislation.
2. The provision of consultancy advice to assist line managers who are required by law to assume responsibility to provide, as far as is practicable, a safe and healthy workplace.

IMPLEMENTATION

This policy shall be implemented in consultation with Safety Health and Environment Representatives and the Safety Health and Environment Committee. The Safety Health and Environment Committee shall develop and review health and safety procedures to achieve best practice in health and safety.

This policy will be reviewed annually by Senior Management or as legislative changes occur.