

# OCCUPATIONAL HEALTH & SAFETY



Preserving the physical, mental and social health of employees as well as the integrity of the ecosystem is an absolute priority for the OCP Group. The Group promotes individual and collective health in all of its countries of operation and complies with national and international regulations applicable to occupational health.

As such, the Group has developed a health and safety policy based on a single target: **zero accidents and zero impact on health.**

A holistic prevention framework OCP Well-being standard "WBS" has been set to improve health and well-being at the workplace. The WBS is based on 3 pillars: **Health bodies, Healthy minds & Healthy workplace.**

Our associate representatives are included in operational health management and are actively involved in its development.

Our occupational health management activities include many regular preventive programs such as clinical and radiological examination. Our associates undergoes a systematic biological assessment in order to detect a given occupational risk; and professional reclassifications are ordered as soon as a warning sign appears. The various actions undertaken both on the medical level and at the workplace level have a preventive role of occupational diseases.

OCP carries out several systematized actions, such as noise campaigns, prophylactic measures... etc.



At OCP, health prevention is carried out by 3 prevention bodies :



**The occupational doctors** have a preventive role, which consists in carrying out the necessary medical examinations, in particular the medical examination of aptitude during hiring and to avoid any impact on the health of employees due to their work in particular by monitoring hygienic conditions in the workplace, the risks of contamination and the state of health of the employees.

The occupational doctor is empowered to propose individual measures such as transfers or transformations of roles, justified by relative considerations, in particular, the age, physical resistance or state of health of the employees.

The Group's managers are required to follow these proposals.

The occupational physician has a role of an advisor in particular, with the management, heads of department and the head of social service. He is notably in charge of :

- monitoring general hygiene conditions in the company ;
- the protection of employees against accidents and against all nuisances that threaten their health ;
- monitoring the adaptation of the workstation to the employee's state of health ;
- improving working conditions, in particular with regard to new conditions, the elimination of dangerous products and the study of the workload and work intensity.

The occupational physician is required to declare, under the conditions provided for by the Labor law, all cases of occupational diseases which he will have knowledge as well as symptoms or illnesses that may have a character professional.

The occupational doctor keeps a file that he updates regularly. This sheet includes the list of occupational risks and diseases, if any, as well as the number of employees exposed to these risks and diseases. The file is addressed to the health and safety committee.

It is made available to the labor inspection officer and the work doctor inspector.

## OCP'S HEALTH AND SAFETY AT WORK COMMITTEE

The Health and safety at work committee is composed by group representatives of safety and environment department, occupational doctors, Unions general secretary, independent health and safety representatives.

The roles of the health and safety work committee are as following:

- to detect the occupational risks to which the employees of the company are exposed ;
- to ensure the application of legislative and regulatory law concerning the health and safety ;
- to take care of the good maintenance and the good use of the devices ;
- to take care of the protection of the environment inside and around the company ;
- to encourage all initiatives related to methods and procedures of work, the choice of materials, equipment and tools required and adapted to work ;
- to present proposals concerning the rehabilitation of disabled employees in the company
- to give its opinion on the functioning of the occupational medical service ;
- to develop a sense of prevention of professional and security risks within the company.

## HEALTH AND SAFETY REPRESENTATIVES

OCP has 12 health and safety representatives seconded to the Ministry of Energy, Mines and Environment and are completely independent.

They are committed to detect occupational risks and ensure the health and safety of all the employees. They establish and send a report on health and safety conditions to the Minister of Energy, Mines and Environment on a continuous and permanent basis.

## OCP STIVES TO PREVENT, PROMOTE, MAINTAIN AND ENHANCE THE HEALTH OF OUR ASSOCIATES, MAXIMISING THEIR WELLNESS AND ENABLING THEM TO WORK SAFELY AND EFFECTIVELY

### Medical visits for health prevention



Medical visits

Among which 35622 are periodic



Medical analysis to deepen prevention and early stage discovery

*Depending of their job's measured risk exposure, employees can receive more than one periodic medical visit per year*

### 44 on-site medical centers

providing reactive and preventative services including first aid treatment



Occupational healthcenter



Proximity help center

### 196 Medical Staff & Doctors



Occupational doctors



Medical staff & equivalent



At OCP, we believe that the health and wellbeing of our employees are essential to our collective success. We want to give everyone the opportunity to take care of themselves and their families, and we demonstrate this commitment through a rich and diverse range of benefits.

We are committed to provide state-of-the-art healthcare plan to our employees, their families, and also to former employees as part of their pension. Our health care plan contributes to individual and family health including doctor visits, hospitalization, dental care, vision care etc.

Partnerships and conventions with best in class medical institutions have also been put in place to enrich the medical care offer.

In addition, OCP Group has been proactive in the prevention area with the opening of medico-social centers in the cities where the Group operates in order to improve benefits and provide greater convenience to current and retired employees and their families. Group doctors are subject to medical confidentiality and a duty to inform employees, particularly on professional risks

All OCP contractors are required to provide to their employees operating on the Group Sites, an accident insurance at work, health care coverage, support assistance contract and disability coverage.



## THE GROUP MEDICAL HEALTH INSURANCE IS COVERING ACTIVE & RETIRED EMPLOYEES, AND THEIR FAMILIES.

100%

Employees covered & Families<sup>(\*)</sup>

67 009

Employees covered & families

169

Health Centers & Hospitals under convention <sup>(\*\*)</sup>

784 MMAD

Medical coverage expenses

100%

Retirees & covered families

160 000

Associates, retirees, families

<sup>(\*)</sup> Husband, Wife, Children

<sup>(\*\*)</sup> Increasing health centers under agreement (no pre-payment needed)