

Health and Safety Policy

NALCO is committed to provide and maintain a work environment that is safe and without risk to health and wellness for all employees, contractors and visitors.

It is the NALCO policy that the Managing Director and Senior Management Team are the officers responsible for the implementation and monitoring of this policy. Management at all levels is directly responsible and will be held accountable for ensuring that all practicable steps are taken so that all people under their supervision:



- Observe, implement and fulfil the organisation's statutory obligations under the Health and Safety in Employment Act 1992 and all other associated legislative requirements.
- Involve individuals including their Health & Safety Champion and Representatives in health, safety and wellness matters, consult with them on ways to recognize, evaluate and control workplace hazards.
- Plan and monitor the implementation of accurate reporting and recording programme for accident prevention and control, hazard management by identification and control as well as rehabilitation for injury or illness.
- Conduct and perform safety audits and evaluations.

People who hold the title of Team Leader at NALCO have a responsibility for the health, safety, and wellness of all employees under their control and are required to:

- Provide information on health, safety and wellness matters to employees by way of instruction, education and training.
- Provide initiative and follow up action on all matters concerning health and safety.
- Report and control workplace hazards as they are observed.
- Encourage employee safe work behaviours through leading by example.

Employees are expected to co-operate in the objectives of making this a healthy and safe place in which to work by:

- Carrying out safe work practices to ensure that no action or inaction causes harm to any other person or themselves while at work.
- Support and assist in the development of health and safety initiatives.
- Where safety equipment is provided, ensure it is used correctly and at all time.
- Report any accident, incident or hazardous condition (that includes near misses) and comply with all safety instructions, and job safety procedures.

NALCO safety management systems provide framework for setting targets, measuring performance and reporting results. We will employ these systems to achieve continual improvement in our overall health and safety performance.

This policy will be reviewed every year in conjunction with your Health and Safety Committee Representatives and Management.

“Be Alert or Get Hurt”