



# OCCUPATIONAL HEALTH & SAFETY POLICY

APRIL 2020

OCP GROUP



## I. PURPOSE

As a major contributor to the global fertilizer market, OCP Group supports the transition towards a more prosperous, sustainable, and resilient agriculture. The Group is vertically integrated, from phosphate rock extraction to phosphoric acid and fertilizer production, and therefore strategically positioned to deliver its mission: contribute to sustainably feeding a growing world population. This implies considering the environmental, social and governance impacts in every decision that is made.

The success of OCP Group's business model comes from its people. OCP Group believes that the only way to sustain the business model is to incorporate health and safety aspects in its decision-making process, making the protection of the health and safety of its own employees and all of those who work in the sites an absolute priority.

This policy particularly reflects OCP Group's aim to perform based on measurable objectives and targets that will drive the continuous improvements necessary to reach a sound health and safety culture with a single ambition: zero accidents and zero occupational diseases.

This Occupational Health & Safety Policy falls under the General Human Capital Policy and further develops its related commitments. This policy is binding for all of OCP Group including its subsidiaries, filiate, and joint ventures as well as for contractors and service providers.

In addition, this policy is aligned with the 2030 Agenda and the Sustainable Development Goals (SDG) and specifically with SDG 3: "Ensure healthy lives and promote well-being for all at all ages", and SDG 8: "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all".

## II. SCOPE

This policy is relevant to all of OCP Group's and its affiliate's relationships with employees, visitors and business partners (including subcontractors and joint ventures) whenever they act on OCP Group's behalf worldwide. In those situations where OCP Group does not have full management control, the Group will exercise its available leverage to influence compliance with this policy.

OCP Group will always comply with applicable laws and respect the rule of law. In situations where there is a potential discrepancy between legal requirements and international human rights norms, OCP Group shall seek to uphold the company values - defined in the Code of Ethics. In doing so the Group will consider all options; this may include refraining from new or existing investments and activities in the respective jurisdiction.

## III. COMMITMENTS

The Group is committed to:

- Protect the safety and health of all OCP Group's workers and subcontractors by preventing work-related injuries, occupational diseases and incidents.



- Comply with the local law and regulations in the area of Occupational Health and Safety (OH&S) applicable to the countries where business is conducted.
- Implement the response plans necessary for emergency situations and dedicate the necessary organizational, human and material resources for the proper execution of these plans at all levels; including unit, site and regional.
- Promote individual and collective health across all of OCP Group's operations..
- Ensure that employees and subcontractors are qualified for the tasks they will be performing, both technically and for health & safety.
- Comply with relevant OH&S laws and regulations, applicable international norms – including but not limited to ILO conventions on OH&S – voluntary programs, collective agreements on OH&S and other requirements to which OCP Group subscribes.
- Ensure that workers and their representatives are consulted and encouraged to participate actively in all elements of the OH&S Management system.
- Continually improve the performance of the OH&S Management system in line with the best available standards:
  - Identify, evaluate and eliminate OH&S risks to ensure hazards are managed.
  - Ensure that all workers, at every level of the organization, understand and are committed to implement this policy and practices.
  - Provide mechanisms for the consultation and participation of workers and/or their representatives related to OH&S activities.
  - Develop employee OH&S competency through effective training and leadership at all levels in the organization.
  - Carry out internal and external audits and validation of OH&S systems, procedures and performance.
  - Investigate the causes of work-related injuries and illness while taking actions to prevent recurrence.
  - Align the requirements of OH&S with all other business disciplines and ensure that they are subject to performance measurement and continuous improvement programs.
  - Include occupational health and safety strategies in the annual business planning process to ensure the subject remains as an integral part of operations.
  - Set annual measurable OHS objectives for all operations, and at group level, to ensure H&S culture, continuous improvement and compliance with requirements.
  - Communicate and share successful practices and lessons learned from incidents, to continually raise awareness and act preventively.

#### IV. IMPLEMENTATION

OCP Group will implement the following lines of action aligned with the three dimensions of The Group's overarching well-being approach:

##### **Healthy Bodies:**

- Providing every employee and retiree with best-in-class medical coverage.
- Encouraging service providers and subcontractors to ensure to their workers best-in-class medical coverage.



- Setting up appropriate systems to avoid the professional risks for employees, service providers and subcontractors.
- Ensuring medical surveillance to all employees while monitoring on a regular basis employees in positions mapped as OELs (occupational exposure limits) to implement tailored action plans.
- Promoting a comprehensive prevention healthy culture, via:
  - Awareness campaigns on health risks.
  - Vaccination and screening campaigns.

#### **Healthy Minds:**

- Protecting and promoting the health and well-being of its own employees.
- Measuring and monitoring the quality of the work environment while implementing appropriate action plans to maintain a good quality of life at work.

#### **Healthy Workplace:**

- In OCP Group workstations, providing every employee and subcontractor ergonomic material based on the exposure rates.
- Ensuring the well-being of its own employees through the development of a new generation of work-space that supports both professional and personal growth.

## **V. ESG GOVERNANCE**

The responsibility of this policy lies under the ESG / Ethics committee that reports at least twice a year to the Board of Directors / Chief Executive Officer.

In addition, OCP Group health prevention is carried out by three prevention bodies:

- The occupational doctors.
- OCP Group's Health and Safety at work Committee.
- Health and safety representatives.

## **VI. REPORTING**

OCP Group will monitor and report, whenever it is possible, on a regular basis occupational OHS KPIs related to the related issues covered along this policy – mainly using the GRI 403 management approach and topic-specific disclosures.

For more information on OCP Group's approach to occupational health & safety management, please consult OCP Group Sustainability report available on its website: <https://www.ocpgroup.ma/en/investors/annual-report>.

For consulting all the above-mentioned policies, please visit OCP Group's website <https://www.ocpgroup.ma/en/sustainability/policies-and-standards>.



## VII. REVIEW

OCP Group will periodically review this policy to evaluate its relevance, to monitor compliance and to drive continuous improvement. OCP Group welcomes feedback and encourages dialogue with any interested party. All feedback and comments on this policy should be sent to [sustainability@ocpgroup.ma](mailto:sustainability@ocpgroup.ma).

Signature: Chief Human Capital and Services Officer