

MAXAM OCCUPATIONAL HEALTH AND SAFETY POLICY

HEALTH AND SAFETY, CONCERNS US ALL

A Culture of Safety as a Way of Life

Our Safety culture results from a collective multi-level commitment from leaders and individuals within the organization to make safety a critical business dimension. It inspires safe habits and well-being in the employees creating a culture that drives safety performance.

Through community and knowledge sharing, our Safety culture takes a proactive approach towards identifying, controlling and/or eliminating hazards or risks to reduce overall workplace risk level. In turn, producing a healthy workplace.

Top Management with Visible and Consistent Leadership

Our top and senior management clearly defines safety behaviour expectations. They provide vision. They provide resources, training and tools for safety objectives to be implemented. They provide constant leadership and guidance and set the tone for safety to be a part of the business language of the organization. Safety is non-negotiable and is the basis of the business. They also establish policies to recognize committed employees, working groups and workplaces which foster continual improvement and innovation in the field of Health and Safety.

Management, leading by Example and Accountability

All Managers because of their direct link to employees play an important role in promoting health and safety culture in the organization. They are responsible for training and resources for all employees. Management at all levels must also make sure that the organization complies with all applicable legislation, as well as to permanently evaluate and verify behaviours and attitudes, as well as to establish the most operative two-way communication channels.

Training is an investment and another element of our production chain.

Everyone making a Difference

People are our most important assets, and their safety is our greatest obligation.

Every employee or contractor must be keen on fulfilling health and safety practices while conducting operations. All personnel, regardless of position, has the authority to correct any unsafe situation which they believe creates a hazard to human welfare.

We believe everyone makes a difference, and therefore, we encourage all employees to get involved in improving and maintaining the OHS Management System and to take care for others.

Compliance with Highest Global Standards

Compliance is ongoing. We put in place OHS Standards and Procedures as our corporate governance guidelines to help orient all our stakeholders towards sustaining a culture of ethics and compliance at MAXAM. We provide training and instruction, so that these corporate governance guidelines as well as all applicable Health and Safety laws and regulations are accessible to everyone. Our internal standards, and company policies reflect these laws and regulations and are based on established industry codes of good practice.

Risk Management to Inherently Safer Facilities

We utilize risk management and proactive hazard identification processes to make informed decisions that allow our facilities to be inherently safer and to improve the probability of achieving strategic and operational objectives.

Defined critical controls and tools are in place to ensure hazards and risks are analysed, and the organization is ready to respond effectively in case of emergency (Management of Change global procedures, local Emergency Response Plans, etc.).

Continuous Improvement

Clear objectives, auditing, monitoring, reporting and reviewing processes have been established to evaluate the effectiveness of the Health and Safety Management System. As a response, trends are identified and immediately reported to top management to develop programs and achieve excellence.

MAXAM systematically investigates in depth all events for the continual improvement of its practices and standards, and shares the lessons learned internally and externally.

Employee Well-being

Well-being of employees and their physical and mental health are a concern since the start of recruitment and throughout working life. We perform ongoing monitoring through periodic health testing, fitness for work, assessment based Personal Protective Equipment and Employee assistance programs.

MAXAM also proactively supports personnel returning to work by providing rehabilitation programs and support initiatives.