

Occupational Health Policy

1. Objective

The objective of this policy is to provide guidance for the application, management and administration of occupational health requirements within the De Beers Family of Companies.

2. Scope

This policy is applicable to all entities of the De Beers Family of Companies. Members of the De Beers Family of Companies may adapt the policy to include local legislative and stakeholder priorities within the countries in which they operate.

3. Responsibility for the policy

The maintenance, revision and distribution of this policy are the responsibility of the Group Medical Consultant De Beers Group Services, Technical Leadership.

4. Occupational health policy

The guiding Principles of the De Beers Family of Companies articulate our commitment to taking responsibility for the short and long term economic, social and environmental implications of decisions across the diamond pipeline. We commit to building diamond dreams through effective partnerships and enhancing the confidence of consumers in the diamond product.

In pursuit of the highest standards of Occupational Health practice, and recognising that employees also have a responsibility to protect and maintain their and fellowworkers' health, the De Beers Family of Companies is committed to:

- Providing leadership on all issues relating to Occupational Health as an integral part of company business
- Promoting healthy work practices, work organisation and a health promoting culture at the workplace
- Prioritising primary prevention of Occupational Health hazards
- Promoting the highest attainable physical, mental, emotional and social well-being of all employees
- Complying with relevant legislation and following principles of best practice
- Providing adequate resources to make available best practice Occupational Health services
- Fostering an awareness of shared responsibility and accountability for Occupational Health among employees through a communication programme that embraces interaction and co-operation with all stakeholders
- Interacting with internal stakeholders, regulatory agencies, employee representative bodies and local communities to promote constructive collaboration on Occupational Health issues of mutual concern
- Developing appropriate Occupational Health and related policies and procedures at operational level
- Undertaking health risk assessments during all phases of exploration, mining operations and related diamond supply activities and health impact assessment of new technologies and work processes
- Requiring that contractors follow practices consistent with company policy
- Developing and regularly updating plans for managing risks and emergencies
- Implementing appropriate surveillance programmes
- Maintaining and archiving relevant Occupational Health records and documentation
- Developing and benchmarking relevant objectives, targets and indicators
- Providing occupational rehabilitation programmes and implementing return to work strategies when required
- Implementing management systems compliant with OHSAS 18001 requirements
- Conducting regular audits to promote continued and effective improvement of Occupational Health performance
- Providing independent audit and assurance and conducting regular management reviews


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