

UNILEVER ESA

OCCUPATIONAL HEALTH AND SAFETY POLICY

Unilever East & Southern Africa will continually improve the health, safety and well being of everyone working for the organization, to a standard which is comparable with the very best companies in the FMCG sector. We will establish and maintain high standards of health & safety at work so as to prevent personal injury promote good health and prevent occupational ill health loss, property damage and business interruption. We will strive to continually improve its overall health & safety at work performance. Unilever believes that excellence in health & safety at work has its foundations in the personal and visible commitment and involvement of every person in the organisation. Unilever managers, union leaders and Zonal Leaders at all levels, will be held accountable for the occupational health and safety of their staff and other persons under their control. Whilst Unilever recognizes that employees have a right to expect a safe and healthy place of work, we also expect all our employees to work safely. This is a condition of employment.

Policy Objectives

Accordingly, our aims are to:

We are committed to high standards of health & safety at work so as to safeguard the well being of all those working on, visiting and living near our operations.

To achieve this we will:

- Identify and evaluate the health & safety at work risks within all our operations including those arising from innovation and other sources of change, and seek to either eliminate them or control them, so as to achieve our ultimate goal of zero occupational injuries and illnesses.
- Operate an independent approval process for product and supply chain technology design covering the chemical, biological and physical aspects of products, ingredients, formulations, processes and packaging. The responsibility for independent approval is delegated to the Unilever Safety and Environmental Assurance Centre.
- Ensure compliance with applicable external health & safety at work legislation and regulations, and internally with all our health & safety at work policies and standards.
- Set targets for continuous improvement and implement and resource health & safety at work management programs that address our significant health & safety at work risks.
- Investigate all incidents at work that have or could have resulted in serious personal injury, ill health and/or accidental loss and take action to prevent recurrence.
- Establish formal health & safety at work management systems within each of our organizations' and ensure full compliance through regular auditing.
- Use information, education and training programs to ensure that our employees are aware of their roles and responsibilities, have a good health & safety at work awareness and the appropriate skills and competencies.
- Work with our suppliers, contract operators, contractors and customers to achieve health & safety at work improvements throughout Unilever.
- Maintain a communications strategy which ensures that we provide whatever information and advice is necessary with respect to the health & safety at work risks associated with our products, operations and services and that includes a commitment to making this policy publicly available.
 - Remain alert and responsive to developing issues, knowledge and public concerns and work with industry bodies, government agencies, business partners, local communities, employee representatives and other concerned organizations, to promote effective health & safety at work standards, increase knowledge and disseminate best practice.
 - There are other policies on specific areas not covered explicitly by this broad policy, those, however derive their basis from this corporate policy.

This policy will be reviewed annually and where necessary revised to ensure it remains relevant and appropriate to the organisation. The Supply Chain Director shall be responsible for the implementation and sustenance of the occupational health and safety management system.




Ete Pinnick
SUPPLY CHAIN DIRECTOR
Review Date: June 2010


Yaw Nsarkoh
MANAGING DIRECTOR
Review Date: June 2010

