



# RUBBER ESTATES NIGERIA LIMITED



## HEALTH, SAFETY AND ENVIRONMENT POLICY STATEMENT

Rubber Estates Nigeria Limited is committed to protecting the health and safety of everybody who plays a part in its operations or is affected by its activities. For this purpose, we have developed this Health Safety and Environment (HSE) Policy to support the implementation of our Integrated Management System (IMS) Policy Statement in all our premises and areas of our activity. To meet our commitment, Rubber Estates Nigeria Limited will:

- Demonstrate visible and active leadership that engages employees, contractors, surrounding communities and other interested parties, and manage health, safety and environment (HSE) performance as a line responsibility with clear authorities and accountabilities;
- Provide a secure, safe, and supportive workplace for workers and other interested parties, and be committed to gradually eliminating hazards and risks related to HSE in all the Company's activities, and residential areas;
- Ensure that all employees, contractors, surrounding communities and other interested parties, understand that safety is a condition of employment and access to our premises, and that they are responsible for their own safety and the safety of those around them; Develop awareness programs and other relevant safety initiatives for workers' dependents and other parties living in our premises;
- Improve knowledge, competencies, skills, and awareness of workers through continual training and development programs in Occupational Health and Safety (OHS), security, and environmental preservation aspects;
- Manage all projects, products and processes through their life-cycles in a way that protects safety, health and minimizes impact to the environment. No bush burning, no littering of waste, wise use of water and energy, prevention and elimination of soil pollution.
- Ensure that work activities carried out by the company and its contractors do not have adverse effects on its operating environment, assets and people. No work is allowed in RENL sites without Permit to Work. Ensure use of appropriate and continually improving personal protective equipment (PPE) by all employees and other parties working in our premises or while conducting Company business.
- Ensure that the Company workplace is free from the influence and abuse of illegal drugs and narcotics, alcohol, and other unlawful substances;
- Implement noble and good conduct; create a work environment free of harassment and violence, and other unethical practices;
- Establish a Committee in each of our sites to implement our HSE policy, under the governance of the ISO IMS Steering Committee.

This policy will be communicated to all interested parties, reviewed at least once every two years, and amended where necessary to take into account new legislation, standards, objectives and targets.

**OLIVIER ODOUKOU**  
Managing Director

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