

Safety Policy

Approved by the Management

This is a summary version of Probi's internal policy. This document only presents the main objectives of the policy.

Purpose:

Probi Group is committed to maintaining a safe and healthy workplace by identifying, managing, and eliminating hazards to prevent injuries or illnesses. Safety is a core value, and no task justifies risking employee safety.

Key Commitments:

1. Scope:

Applies globally to all employees, contractors, and visitors at Probi facilities, ensuring compliance with local laws and safety standards.

2. Safety Programs and Responsibilities:

- **Management:**
 - Oversee safety policies and ensure adequate resources for implementation.
 - Conduct training, inspections, and audits to enforce compliance.
 - Investigate accidents and take corrective actions.
- **Employees:**
 - Follow safety rules and report hazards, incidents, and near misses promptly.
 - Use required personal protective equipment (PPE).
 - Maintain a clean and hazard-free workspace.
- **Safety Coordinator:**
 - Develop and implement safety programs.
 - Provide training and lead investigations into incidents.

- Ensure compliance with environmental, health, and safety regulations.

3. Hazard and Incident Reporting:

- Employees must report hazards, near misses, and incidents using specified forms.
- Reports are investigated, and corrective actions are implemented to prevent recurrence.
- Compliance logs, including OSHA reports, are maintained.

4. Accident Management:

- Injuries must be reported immediately to supervisors or HR.
- Investigations determine root causes and corrective measures.
- Workers' compensation claims are handled swiftly to support recovery and return to work.

5. Safety Rules and Enforcement:

- Basic rules include no unauthorized machinery operation, proper PPE usage, and no alcohol or drug use.
- Violations result in disciplinary actions, including termination for severe offenses.

6. Safety Committees and Training:

- Committees review incidents, assess hazards, and recommend improvements.
- Regular training programs ensure employees are equipped to maintain a safe environment.

7. Emergency Preparedness:

- Emergency procedures and first aid kits are readily available.
- Employees receive training on handling injuries, hazardous chemical exposure, and the use of PPE and AEDs.

Core Principles:

- Safety is a shared responsibility among employees and management.
- Continuous improvement through audits, training, and annual reviews ensures compliance and readiness.
- Probi is dedicated to creating a safe, healthy, and supportive workplace for all stakeholders.