Montes del Plata occupational safety and health policy

At Montes del Plata (MdP) the safety and health of people is a priority and we are therefore committed to providing and promoting a safe and healthy working environment and conditions, managing all risks to prevent any injury or damage to health.

We ensure compliance with all applicable laws and regulations in terms of Occupational Health and Safety (OHS), integrating it to the fundamentals of leadership in training and corporate social responsibility activities and in programs for continuous improvement.

At MdP we manage OHS in a proactive and preventive manner through the cooperation and participation of both our staff and other key stakeholders.

At MDP we all have a role to play. At an individual level, we all have the obligation to work and act safely and healthily as a condition of our working relationship. Leaders are also responsible for ensuring Occupational Health and Safety conditions of all their subordinates and third parties under their control.

Responsibilities of employees, contractors and visitors

- Comply with all OHS procedures and instructions relevant for their work.
- Collaborate with the communication to ensure that all people with whom they work, including contractors and visitors, are familiar and comply with the OHS procedures and instructions.
- Only undertake work for which the person has been trained, has the necessary elements and meets the health and safety conditions required to perform it.
- Never perform work or other related activities under the influence of alcohol or drugs, or under the influence of medication when there are contraindications.
- Make sure to know what to do if an emergency occurs at your workplace or the site you are visiting.

- Promptly report to the management, chief division or closest person in charge any accidents, near miss incidents, injuries, illnesses, unsafe or unhealthy conditions, material damage, spills or any significant events involving any health and safety hazard of the persons and/or the environment, so that they can take the necessary steps to correct, prevent or control those conditions immediately.
- Report any detected risk without assuming that someone else may already have done so or will do so.

Specific responsibilities of MdP leaders

- Ensure that the development of activities in the area or site under their responsibility is made under safe conditions and in the context of an appropriate occupational health and safety management system and, including the appropriate channels to collect and analyze the contributions and concerns of employees as well as of other stakeholders.
- Ensure a regular review of and compliance with all occupational safety and health laws and regulations applicable to the area under their supervision, as well as all general policies, procedures and standards of MdP.
- Set performance improvement goals of OHS specific for the area overseen and monitor progress, including an annual review of the effectiveness and adequacy of the corresponding management system and the report and review of key performance indicators (KPI).
- Maintain, communicate and ensure that emergency plans in the overseen area are regularly tested.
- Ensure that all employees, contractors and visitors receive the necessary information and training for the OHS relevant to their roles and activities, and ensure that these instructions are implemented by all.
- In case of incidents or accidents, participate and collaborate in their causal analysis and thorough investigation, in the defined follow up plan of corrective and preventive actions and in the communication of lessons learned.
- Ensure proper management of new processes, facilities or equipment, from their design or acquisition stage to their operation.

Contracting companies providing services to MdP

- Must ensure safety by complying with the same principles and standards of Occupational Safety and Health that MdP has established for itself.
- Their compliance and performance must be monitored regularly, both by contractors and by MdP.

Montes del Plata

Diego Wollheim
General Manager
December 2018