

Health & Safety Policy

Overview

Our goal is zero harm. Not as a statistical target, but as a moral imperative which can be achieved by establishing a strong, proactive safety culture. As the world leader in heavy industrial and hazardous LED lighting, safety is always on our minds. Not only for the customers that we serve, but also for our own employees. We have a strong track record of safety at all our global sites.

Scope

This policy relates to all staff, temporary employees, visitors or contractors working at all Group sites.

Target(s) and commitments

Our target is zero accidents. This aligns with the United Nations Sustainable Development Goal (UN SDG) 3 “Good Health and Well-Being”.

Principles

All Dialight sites must follow our general principles.

- maintain a safe working environment with effective emergency procedures;
- provide all individuals at the site (including staff and visitors) with appropriate and adequate health and safety information;
- promote responsible attitudes and co-operation;
- provide training in local languages to ensure staff can understand;
- promote awareness of specific changes, both at sites and in relation to local legislation;
- provide accurate accident and near-miss reporting and investigation; and
- regularly review management of health and safety and implement corrective and preventative actions.

Workplace behaviour

Everyone shares responsibility for achieving and maintaining healthy and safe working conditions. Everyone must consider the health and safety implications of their acts (and/or omissions) before committing them. Any health and safety concern, however trivial it might seem, including any potential infectious diseases, risk, hazard or malfunction of equipment, must be reported to health and safety representatives, your manager or the facility manager.

Everyone must take reasonable care of their own health and safety and that of others by observing safety rules applicable to them and following instructions for the use of equipment (including safety equipment and protective clothing). Everyone must co-operate with all health and safety matters and comply with any health and safety instructions. It is also expected that everyone will co-operate in the investigation of any accident or incident that has led, or which we consider might have led, to injury.

Management

Responsibility for Health & Safety is governed at the highest levels as part of our social responsibility. The Group Chief Executive is ultimately responsible for the management of all Health & Safety matters. Management of individual sites is done within the appropriate divisional and functional teams with oversight by the ESG Committee.

Every month, details of all safety incidents are reported to the CEO. These are categorised as

Accidents – incident that requires less than three days absence from work

Reportable incidents – incident that requires more than three days absence from work

Near misses – incidents that did not result in injury but which could have done so. Not only is the quantum of these reported but also the root cause and the corrective actions needed to avoid recurrence.