



## Occupational Health & Safety Policy

Date  
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CSR-L-2

Version  
2

Page  
1 of 2

### I. Purpose

Mercon Coffee Group commits to provide a safe and healthy workplace for its employees, on-site contractors, service providers and visitors at all its operations (plantations, mills, warehouses/collection centres). This commitment will be promoted through a safety-aware culture, a risk prevention through workplace risk assessment and the application of safety working practices and equipment to all its operations, and a zero tolerance to unsafe conditions.

### II. Scope

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**Applicable to:** All employees of Mercon group and its stakeholders. This policy shall be enforced in all wholly owned and/or controlled Mercon operations, including its Robusta plantations, its own and rented mills, warehouses/collections centres

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### III. Guidelines

To achieve this occupational health and safety objective, Mercon will develop and implement an occupational health and safety management system, consistent with ISO 45001 Standards, to continually improve its OHS performance.

The OHS performance requirements applying to the OHS Management System in addition to being aligned with ISO 450001 standards, will include, among others, all applicable country-level legal and regulatory requirements, IFC Performance Standards, World Bank Group General and Sector-Specific EHS Guidelines (e.g. perennial crop production).

Mercon will commits to:

- Identify, assess and manage the OHS hazards and risks associated with its operations through the adoption of a systematic workplace risk assessment, including the preparation of comprehensive OHS management plan, as defined in the Environmental and Social Impact Assessment Study (ESIA) and/or EHS audits;
- Develop and implement a comprehensive OHS management system, including OHS Standard Operating Procedures and Working Permit System to pro-actively eliminate workplace hazards through plant design and prevent near miss, injuries, occupational diseases and fatalities. In case of accident, Mercon will undertake an incident investigation report, including recommended corrective actions.
- Assign a competent Sustainability Director and EHS team at corporate and plant-level to ensure effective and timely implementation of annual OHS targets, Management Plan, Standard Operating Procedures (SOPs), Working Permit System, and, as needed, OHS Corrective Action Plans; OHS coordination committees at plant-level will be established at its plantations, all industrial (owned and rented mills) facilities, including warehouses and collection centers.
- Strictly enforced all OHS requirements to Mercon own staff, contractor's workers, service providers and visitors through training, monitoring and provision of appropriate Personal Protective Equipment (PPE);
- Measure and communicate its OHS performance through the establishment of leading OHS indicators (e.g. training, employee audits and observation, near misses, safety meetings, facility housekeeping, participation in safety committees, overall employee engagement in safety, equipment/machinery maintenance) and lagging indicators (e.g. injury frequency and severity,

**Written by:** Giacomo Celi  
Position: Sustainability Director  
Global

**Approved by:** José Antonio Baltodano  
Position: President  
Global



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2

**Page**  
2 of 2

OSHA recordable injuries, lost workdays, worker's compensation cost). The OHS Key Performance Indicators (KPIs) will be publicly released within an annual Mercon sustainability (EHS) report.

- Encourage, through its technical services (agronomists) in our LIFT program, safe working practices and safe use of agro-chemical products by its end-users.
- Conduct under the oversight of its sustainability Sub-Committee, Sustainability Director, EHS Manager, country-level EHS team and plant-level HR/OHS Committee, annual OHS audit to monitor, measure and recommend any corrective actions to continuously improve its OHS performance.
- Implement a comprehensive Emergency Preparedness and Response Plan at all its operations, including a life and fire safety firefighting system and procedures.
- Encourage its staff members and customer towards continuous improvement of its OHS performance.
- Pro-actively resolve community grievance relating to any matter that is alleged to constitute a breach of existing OHS rules in timely and duly responsible manner.

The policy will be made available and displayed at all operating sites and sales centres, translated in local language. Awareness sessions will be conducted to train all Mercon employees, contractors, service providers and visitors. Every employee in the Mercon Coffee Group has the responsibilities for the effective implementation of this OHS policy.

The Board of Directors of Mercon Group will play a leadership role in the implementation of this policy through the establishment of annual OHS objectives, allocation of budgetary provisions for the implementation of the OHS management and monitoring plans, and training, and annual review the effectiveness of the OHS Management System and its performance.

**Written by:** Giacomo Celi  
Position: Sustainability Director  
Global

**Approved by:** José Antonio Baltodano  
Position: President  
Global