

	Basic Safety & Health Policy	DOC #:	S 1-A
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## Policy

The Safety and Health of all Energizer colleagues is of primary concern. Therefore, it is expected that each Company location will make every feasible effort to prevent injury/illness to its colleagues and that all policies, programs, and procedures shall be based upon that premise.

The following concepts represent the fundamentals of the Energizer Safety and Health Policy and, as such, shall be made part of each location's accident prevention program.

1. Colleagues are our most important asset—their safety and health our greatest responsibility.
2. Safety and health shall be an integral part and a primary concern throughout all phases of planning and operation of our facilities.
3. It shall be the responsibility of Facility Management to make sure that all colleagues are advised of and understand the nature of the materials handled and any hazards associated with their use and that the necessary precautions are used including the use of proper safeguards and personal protection.
4. Continuous education shall be stressed to assure that each colleague knows the safe way to perform their job and that everyone does their part in protecting themselves and their co-workers from injury/illness.
5. A continuous/proactive program of inspection and investigation to detect and eliminate unsafe practices and conditions shall be maintained.
6. Mechanical and physical safeguards in keeping with the best industrial practices shall be provided.
7. It shall be the duty of every supervisor to carry on the operations under their jurisdiction in such a manner as to afford adequate protection for all colleagues. They shall be considered responsible for the correction of unsafe conditions, unsafe practices and for the continued maintenance of good housekeeping.
8. To assure colleague participation in our accident prevention programs, active Safety, Health and Environmental Committees consisting of both hourly and management colleagues shall be utilized.
9. Causes of all injuries, illnesses and potentially hazardous occurrences shall be promptly and thoroughly investigated and corrective action taken to prevent recurrence.
10. Energizer will not allow retaliation against any colleague for reporting work-related injuries/illnesses, for filing a worker's compensation claim, or for reporting any unsafe conditions.
11. Infractions of Safety and Health rules and regulations shall be handled in accordance with our established disciplinary procedures.
12. The accident prevention program at each location shall include efforts to promote the safety of colleagues and their families while "off-the-job".
13. To implement the above, each location will have an Accident Prevention Program which encompasses the above and shall also include the written safe practice and procedure

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for such items as industrial truck operation, use and identification of hazardous chemicals, fire protection and any other significant hazardous item that may apply to their operation.

## **SAFETY AND HEALTH RESPONSIBILITY**

The primary responsibility for the safe and healthful operations rests with the Facility Manager, however, it is recognized that carrying out a Safety and Health Program is not the function of any one individual or department. The program instead represents the cooperative effort of facility management, supervision, and colleagues in the interest of protecting people, property, and product.

Safety must be viewed and accepted as a part of everyday business and not a separate segment. The Safety and Health activities should, therefore, be woven into the operating activities and not isolated from other operating functions.

Colleagues must also take responsibility for their own individual safety, as well as the impact on the safety of their co-workers.

- Every colleague has the right to experience an environment free from unmitigated hazards
- Every colleague has a personal responsibility for their own safety and for helping others to remain safe
- Every colleague has an obligation to refuse work they believe to be unsafe or not properly trained for or do not have the proper tools
- Every colleague has an obligation to address anyone performing or about to perform an unsafe act
- Every colleague has an obligation to stop what they are doing and resolve the safety concern when someone addresses them to point out an unsafe act or work condition
- Energizer has an obligation to ensure colleagues are not assigned unsafe work