

Environment, Health and Safety Program Update

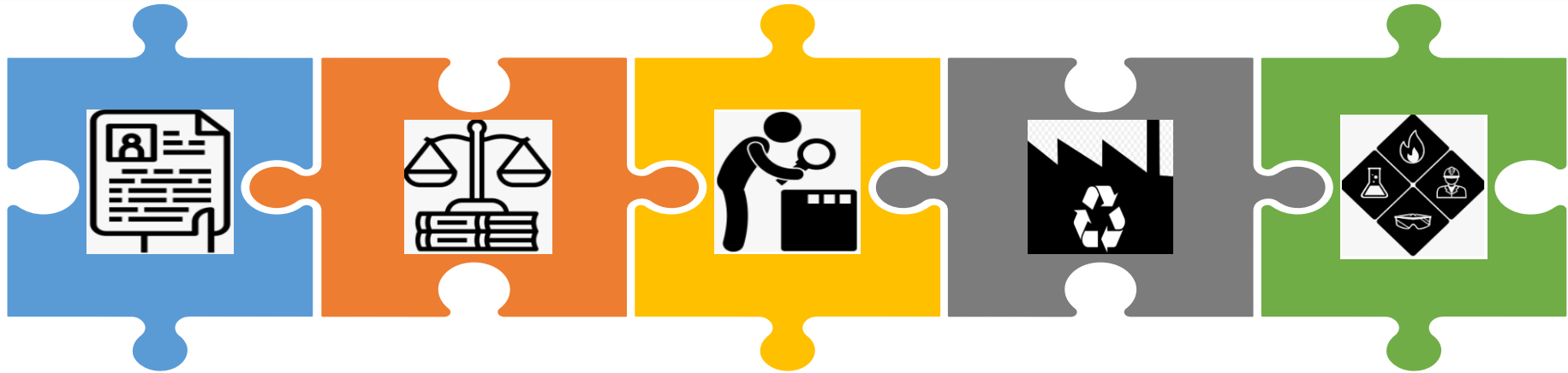
December 1, 2020



EHS Timeline of Activities

	ACTIVITIES	Timeline																REMARKS
		Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	
1	Creation of EHS Programs																	21 programs - done
	EHS Committee																	
	ERT (first-aid, fire brigade, committee on decorum and investigation)																	
	EHS Policy																	for approval
	Company Safety and Security Rules																	for approval
	EHS Orientation for New Employees																	
2	Implementation of EHS Programs																	
	Additional Safety and Health Signages																	
	Safety Board																	
	Weekly EHS Bulletins																	send thru e-mail
	Weekly Toolbox Talks Program																	process owner
	Trainings / Cascades / Drills																	
	Safety and Health Hazard Identification, Risk Assessment and Control (HIRAC)																	
	Accident / Incident / Illness Investigation / Near-Miss Case Reporting																	
	Behavior-Based Safety (BBS)																	
3	Review MOA for 3rd Party Waste Haulers and External Laboratory Tester																	on-going
4	Review List of Hazardous Wastes																	on-going
5	EHS Cost Savings Initiatives																	

EHS Accomplished Activities (Sept – Dec 2020)



PCO Training

Application for PCO
Accreditation

Application for
Change of Company
Name

Submission of Regulatory Reports

DENR

LLDA

DOLE

NWRB

MENRO

Renewal of Permits and
Licenses

Safety Coordination
with 3rd Party
Contractor

Environment, Health
and Safety Inspection

Accountability of
MRF

Creation of EHS
Programs

EHS Accomplished Activities (Sept – Dec 2020)



Safety Coordination with 3rd Party Contractor
e.g. **RMMR Northern Construction Corp at BMC 2**

EHS Accomplished Activities (Sept – Dec 2020)

Before



Accountability of MRF
For Hazardous Waste &
Solid Waste



Creation of EHS Programs

Document Number	Sub-Title	Title
RBC-EHS-P01	SOP	Hazardous Chemical Waste Management
RBC-EHS-P02	SOP	Solid Waste Management
RBC-EHS-P03	SOP	Smoke-Free Workplace Program
RBC-EHS-P04	SOP	Drug-Free Workplace Program
RBC-EHS-P05	SOP	Alcohol-Free Workplace
RBC-EHS-P06	SOP	Hepatitis B Prevention and Control Program
RBC-EHS-P07	SOP	Tuberculosis Prevention and Control Program
RBC-EHS-P08	SOP	HIV/AIDS Prevention and Control Program
RBC-EHS-P09	SOP	Sexual Harassment Policies and Procedures
RBC-EHS-P10	SOP	Workplace Weapons Policies and Procedures
RBC-EHS-P11	SOP	Controlled Substance Policy, Abuse Prevention and Control Program
RBC-EHS-P12	SOP	Toolbox Talks Program
RBC-EHS-P13	SOP	Hazard Communication Plan
RBC-EHS-P14	SOP	3rd Party Management
RBC-EHS-P15	SOP	EPR for Spillage and Accidental Release
RBC-EHS-P16	SOP	EPR for Earthquake
RBC-EHS-P17	SOP	EPR for Typhoon, Heavy Rain and Flood
RBC-EHS-P18	SOP	EPR for Fire Incident
RBC-EHS-P19	SOP	EPR for Work-Related Accidents
RBC-EHS-P20	SOP	EPR for Medical Emergency
RBC-EHS-P21	SOP	EPR for Volcanic Eruption

Creation of Teams needed to support EHS Programs



EHS Committee

- Support and promote **environmental, health and safety programs**
 - Chairman (CEO or authorized representative)
 - Members (1 Foreman, 3 employees' representative, nurse)
 - Secretary (Pollution Control Officer / Safety Officer)



Emergency Response Team

- Formed to **combat any emergency** that may occur at the Company premises.
- Composed of employees that have specified functions in response to an emergency situation.
 - Business Unit Heads
 - Pollution Control Officer / Safety Officer
 - First Aid Team
 - Fire Brigade Team
 - Food Safety Team



Committee on Decorum and Investigation

- Receive complaints, investigate and hear **sexual harassment cases**.
- Develop and implement programs to increase understanding and awareness about sexual harassment.
 - Lead by HR Head
 - Composed of the management and the employees' representative

Environment, Health and Safety Policy *(for approval)*

We at **Blaine Group of Companies**, to be the leading provider of quality products and services in Animal Health and Nutrition, Food, Personal, and Home Care Industries, is our highest business objective and our fundamental responsibility.

We commit ourselves to:

N – No workplace injury and serious ill-health

Q – Qualify and comply with all applicable legal, regulatory and other requirements

M – Minimize environmental impact



Company Safety and Security Rules (for approval)




COMPANY SAFETY AND SECURITY RULES

ID BADGES / VISITOR'S PASS

- Prior to entry, present your personal ID to Security Guard. A Visitor's ID and Visitor's Pass shall be issued by the Guard.
- ID must be worn at all times.
- Visitor ID and signed Visitor's Pass must be returned upon completion of your visit.

NOTICE
ALL EMPLOYEES AND VISITORS MUST WEAR IDENTIFICATION BADGES

ENTRY INSPECTION AND CONSENT TO SEARCH
Prior to entry, all bags, packages and personal items shall be inspected. All vehicles shall be inspected as well by the Security Guard.

PROHIBITED ITEMS

- The on-site possession, sale, purchase, use or transfer of alcohol, drugs and other controlled substances is strictly prohibited.
- The introduction, transportation, or possession of firearms or other dangerous weapons is strictly prohibited.



- The Company is a Smoke-free working environment. Smoking in areas inside the premises is strictly prohibited.

RESTRICTED AREAS

- Visitors are not allowed to enter areas considered as restricted.
- Should you require access to other restricted areas, a formal request must be made through your contact person and must be approved by the BU Head.

RESTRICTED AREA
AUTHORIZED PERSONNEL ONLY

LOITERING
Loitering inside the premises is strictly prohibited.

TRAFFIC SAFETY
Pedestrian must use designated crosswalks and pedestrian lanes. Vehicles should obey the speed and traffic signs. Maximum speed limit inside the premises is 10 KPH only. Please fasten your seatbelts when driving or riding a vehicle.






COMPANY SAFETY AND SECURITY RULES

SAFETY AND HEALTH

- Health Declaration Form should be filled-up prior entry in the premises.
- All safety instructions, safety signs, tags, hazard communication and barriers posted should be adhered.
- Personal Protective Equipment (PPE) for certain areas like manufacturing areas are required upon entering.

NOTICE
ALL PPE REQUIRED BEYOND THIS POINT

EMERGENCY NOTIFICATION NUMBERS
When inside the premises, dial any of the following numbers in case of any emergencies:

EMERGENCY NUMBERS	
Security Office	158
Safety Office	104
HR Office	318
Clinic	158

EMERGENCY PROCEDURES
In the event of an emergency evacuation or a training drill, follow these procedures:

- Do not panic. Take personal items such as bags, purses and keys with you, if it can be done quickly.
- Your contact person shall assist you in giving directions to go to the designated Evacuation Area.
- Evacuation Map is available in every area to guide you.
- When you arrive in the evacuation area, report immediately to the

Security Personnel or Safety Officer. Follow instructions to be given by the Safety Officer.

GOOD HOUSEKEEPING

- No spitting at any areas at all times.
- Always wear your face mask.
- Littering is prohibited. Use designated trash bins in disposing your trash.
- After using the restrooms, always wash your hands.
- Eating is not allowed in the warehouse and manufacturing areas.
- Vehicles with heavy smoke are not allowed to enter the premises. Vehicles allowed inside the premises should be free from any leak.



By signing in our Visitor's Entry Logbook, you acknowledge that you have read and understood the materials presented in this handout. If you have questions, please ask any of the Security Officers or look for the Safety Officer.

Thank you and have a nice and safe day!

New Employee EHS Orientation (*teaser*)

New Employee Environment, Health and Safety Orientation

Objectives

By the end of this session, you will be able to:

- Understand your role in Environment, Health and Safety
- Get EHS information
- Identify and report hazards
- Respond to different emergencies

Company Profile



A few years later, Blaine Marketing Corporation became the exclusive distributor of the French-based multinational company Rhone-Poulenc Animal Nutrition. From thereon, Blaine continued to grow, venturing into manufacturing and distribution of animal nutrition products, as well as raw materials for food and personal care.

In 2012, the company changed its name to **Blaine Corporation**.

Presently, **Blaine Corporation** continues to specialize in the global sourcing of raw materials for animal health, animal nutrition, food, and cosmetics. It



Safety Statistics

Health and safety at work
Summary statistics for Great Britain 2020



Workplace injury

111

Workers killed at work in 2019/20

693,000

Workers sustaining a non-fatal injury according to self-reports from the Labour Force Survey in 2019/20

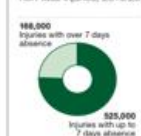
65,427

Employee non-fatal injuries reported by employers under RIDDOR in 2019/20

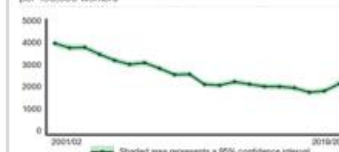
6.3 million

Estimated working days lost due to non-fatal workplace injuries according to self-reports from the Labour Force Survey in 2019/20

Estimated self-reported non-fatal injuries, 2019/20



Estimated self-reported workplace non-fatal injury per 100,000 workers



The rate of fatal injury showed a generally downward trend but has been broadly flat in recent years.

The rate of self-reported non-fatal injury to workers showed a generally downward trend but has been broadly flat in recent years.

The rate of non-fatal injury to employees reported by employers shows a downward trend.

Self-reported estimates of non-fatal injuries are based on the Labour Force Survey (LFS).

To find out the story behind the key figures, visit <https://www.hse.gov.uk/statistics/causings/index.htm>



EHS Communication and Promotions



Sample of Safety Board

Update on Company's Health and Safety Statistics



Weekly EHS Bulletins

Awareness on EHS to be sent thru e-mail on a weekly basis

Weekly EHS Topics to be discussed by process owners during Toolbox Talk

2021 Toolbox Talks Program Topics

1. Achieving Safety Goals
2. Alcohol Use
3. Amputations
4. Annual Checkup
5. Attitude and Safety
6. Back Injuries and Prevention
7. Backing Up Hazards
8. Before a Work Tasks Begins
9. Being Observant
10. Being Present in the Moment
11. Being Respectful to Coworkers
12. Bloodborne Pathogens
13. Burn Hazards and Prevention
14. Carbon Monoxide Safety
15. Carcinogens
16. Choices at Home and Safety on the Job
17. Clothing and Safety
18. Communication and Safety
19. Costs of Drugs on the Job
20. Dangers of Excessive Sitting
21. Distracted Driving (Cellphone Use)
22. Distracted While Walking
23. Doing Work Tasks Wrong the First Time
24. Drug Abuse
25. Easy Way Instead of the Right Way
26. Electrical Safety
27. Everyone is Responsible for the Culture
28. Eye Injuries and Prevention
29. Fall Protection
30. Fatigue on the Job
31. Fire Extinguishers Use and Inspection
32. First Aid Preparedness
33. Five Reasons to Work Safe Today
34. Food Allergies
35. Forklift Fatalities and Injuries
36. Good Enough Mindset
37. Habits and Safety
38. Hand Safety and Injury Prevention
39. Health is Everything
40. Knowing What to do in an Emergency
41. Learning the Hard Way
42. Manual Handling Injury Prevention
43. Not My Problem
44. Office Safety
45. Questions to Ask Before a Work Task
46. Report All Injuries
47. Selective Attention at Work
48. Slips Hazards and Safety
49. Smoking and Your Health
50. Three Types of Poor Housekeeping Hazards
51. Unsafe Acts
52. Unsafe Conditions in the Workplace
53. Why We All Should Care
54. Work Area Best Practices
55. Zero Injuries in the Workplace



2021 Toolbox Talks Program Topics

Week 1 - Achieving Safety Goals

Achieving Safety Goals Safety Talk

Any company that focuses on improving workplace safety aims to get their employees home in the same health they came into work or better every single day. For many companies there is often a larger expressed goal attached to this effort. Often the goal for many worksites or companies as a whole is to make it an **entire year without any injuries**. For other companies it may just be **no lost time injuries in a year**. Despite what the goal is or the duration set, one thing is for certain- it takes focused effort every single day to achieve it.

Safety Goals Set by Companies

Safety records are tracked, days since last injury counters loom over employees' heads, and safety lunches are held quarterly to celebrate employee efforts in working safely. While these tools may be good reminders for a workforce that there is a goal set and there is progress being made, the honest truth is that it takes dedication by every single person on that team over a long period of time to achieve the larger goal. The enormity of these safety related goals can overwhelm even the most optimistic employee.

The Only Way to Achieve a Big Safety Goal is One Task at a Time

After huge goals are set by companies regarding workplace safety, it is up everyone's willingness to embrace that it is possible and take action towards meeting the goal. The thought alone of making it a whole year without injury automatically shuts down many individuals from even wanting to put a care towards attempting to achieve it. To reduce the enormity of the goal, concrete actions need to be lined out every day to **focus on preventing injuries one task at a time**.

The best way to achieve a huge goal is to take small steps towards it every single day. **For safety goals it means doing one step, one work task, one safeguard, the right way each time it needs completed**. Effort cannot be applied directly to the overall abstract goal that may be a year or two away. Effort can be applied by each individual to take action in the task they are doing that minute to complete it in the safe and correct manner.

Summary

Goals are good. Goals for safety in a workplace should be embraced by employees. After all, it is ultimately about making sure everyone goes home in the same health they arrived in or better when they return home. More important than the goal itself is the action needed in a given moment to make your work task or workplace safe. While it takes a lot of effort by every single member of a workforce to achieve what seems to be a hard to reach safety goal, it is truly possible when you focus your efforts on the task at hand.

Trainings / Cascades / Drills



**EHS Awareness Trainings and Drills
will commence in 2021**



EHS Cost Saving Initiatives

Refill of Fire
Extinguishers

Solid Waste
Disposal

Climate
Protection

Hazardous
Waste of QC
Laboratory

Wastewater
Testing

Water
Efficiency

Waste
Reduction

Water Testing

Energy
Efficiency



THINK BIGGER!

