



<b>BGI-ETHIOPIA</b>	<b>PROCESS OF GENERAL MANAGEMENT</b>	<b>Revision: 00</b> <b>Date: 18/02/20</b>
	<b>SAFETY HEALTH AND ENVIRONMENT (SHE) POLICY</b>	
<b>ALL FACTORIES</b>	<b>Starting date of application: 18/02/20</b>	Reference: BGIE-PC01- PG04-PO01 <b>Page 1 of 2</b>

BGI ETHIOPIA fully recognizes the importance of impacts on the environment and the importance of providing a safe and healthy workplace for all persons working for or on behalf of BGI Ethiopia during the bottling, packaging and warehousing of all products.

BGI Ethiopia therefore is committed to conduct its operations in ways which will

- Safeguard all persons working for or on behalf of BGI Ethiopia as well as the public, so far as reasonably practical, from injury, or risk to health from any of the operations associated with its business
- Prevent injuries, which could cause personal distress, lost time and material losses.
- Achieve the highest practicable level of safety throughout the plant.
- Prevent potential environmental impacts and pollution.
- Ensure compliance with relevant safety, health and environmental legislation by implementing an effective SHE system that ensures continual improvement.
- Ensure our vehicles operate in a manner that safeguards our drivers, the public, our products and reduces the environmental affects of fleet operations.



To achieve this, we adhere to the Company's core values that affirm the responsibility of the Company: **Commitment, Compliance, minimizing risks, hazards and environmental impacts, maximizing opportunity, accountability and informing stakeholders.**

To ensure **Commitment** to the SHE system we:

- Allocate resources (both human and financial) with clearly defined responsibilities for SHE throughout the operation
- Established a plant wide SHE committee which is accountable directly to the plant's senior management
- Provide a framework within the SHE system for establishing, reviewing and continuously improving key SHE objectives and targets.

To ensure **Compliance** to relevant SHE legislation we:

- Ensure that relevant current legislation, other requirements and Company standards are kept updated and ensures that, where relevant, it is understood and complied with by all persons working for or on behalf of BGI Ethiopia
- Identify and conduct job-specific training for all persons working for or on behalf of BGI Ethiopia on the potential significant SHE risk/impacts in his/her areas.
- Communicate and maintain SHE awareness including awareness of this policy amongst all persons working for or on behalf of BGI Ethiopia and also communicate this policy to the public on request
- Share, where appropriate, best practices in SHE within established forums in the country to demonstrate beyond compliance and motivate the SHE leadership culture within the community we work in.

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We aim to **minimize risks** in personal injury and illness for all persons working for or on behalf of BGI Ethiopia. We aim to minimize property loss and environmental impacts and **maximize opportunity** by:

- Performing periodic SHE risk/impact assessments in the plant
- Using the risk/impact assessments to establish significant risks in the business and use the information sourced from risk/impact assessments to decide whether to tolerate, treat, terminate or transfer risks identified
- Include SHE considerations when modifying or introducing new technology


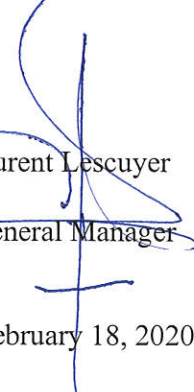
To demonstrate **accountability** in SHE we:

- Include SHE in our annual internal audit cycle. Deviations identified in audits are managed via the corporate QSHE Management System to ensure effective and timely correction
- A QSHE Officer is appointed to implement and maintain a comprehensive SHE management system which is aimed at controlling and minimizing hazards and negative environmental impacts.

We aim to keep all **Stakeholders informed** of our SHE performance by:

- Timeously providing all required reports to SHE government authorities
- Communicating SHE concerns or consideration on request to customers about our product
- Communicating SHE performance to the employees at least every six months.

*All persons working for or on behalf of BGI Ethiopia is to carry out this SHE commitment in everything they do. Managers are expected to provide the leadership to accomplish this goal and all employees are to respect all rules and procedures when performing their daily duties. All employees are to adopt the mindset of 'leaving the environment in a better state than when they found it' daily.*


  

  
 Laurent Lescuyer  
 General Manager  
 February 18, 2020