



HEALTH AND SAFETY

The Coca-Cola Company Principle: Provide a Safe and Healthy Workplace

- **Provide a secure, safe and healthy workplace. Maintain a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks.**

- **ETI Code**

Accidents

- Occupational Health and Safety Act (1993)

Canteen Safety

- Facilities Regulations (2004), Art. 5(2)
- Regulations Governing General Hygiene Requirements For Food Premise And the Transport of Food Government Notice No. R. 918 (1999) (As corrected by Government Notice No. R. 723 2002), Art. 3(1)

EHS Assessment

- Regulations for Hazardous Chemical Substances (1995), Art. 5(1)
- Noise-induced Hearing Loss Regulations (2003), Art. 6(1)

Employee Safety Training

- Occupational Health and Safety Act (1993), Art. 8(1)
- General Safety Regulations Art. 3(5)
- Regulations for Hazardous Chemical Substances (1995), Art. 3(1)
- Noise-induced Hearing Loss Regulations (2003), Art. 4(5)

Equipment/Mechanical Safety

- **Driven machinery regulations (2011)**
- **Lift, Escalator and Passenger conveyor Regulations (2009)**

Noise Levels

- **Noise-induced Hearing Loss Regulations (2003)**

Personnel

- **Occupational Health and Safety Act (1993)**
- **Employment Equity Act (1998)**

Personal Protective Equipment (PPE)

- **General Safety Regulations**
- **Environmental Regulations for Workplaces (1987),**
- **Regulations for Hazardous Chemical Substances (1995)**

Safety Records

- **Regulations for Hazardous Chemical Substances (1995)**
- **Pressure Equipment Regulations (2009)**

First Aid

- **General Safety Regulations (1993)**

Electrical Safety

- **Electrical Installation Regulations (2009)**

H&S General

- **Facilities Regulations (2004)**

Lighting

- **Environmental Regulations for Workplaces (1987)**

Sanitation

- **Facilities Regulations (2004)**
- **Environmental Regulations for Workplaces (1987)**

Ventilation

- **Environmental Regulations for Workplaces (1987)**

Work Space

- **Facilities Regulations (2004)**
- **Environmental Regulations for Workplaces (1987)**

Fire Safety

Emergency Exits, Fire Extinguishers

- **Environmental Regulations for Workplaces (1987)**

Drinking Water, Restrooms/Toilets

- **Facilities Regulations (2004)**

Chemicals and Hazardous Materials, MSDS Sheets

- **General Safety Regulations (1993)**
- **Regulations for Hazardous Chemical Substances (1995)**

Storage Tanks

Pressure Equipment Regulations (2009)

- Provide safe work and living conditions that meets legal requirements
- All licensees, permits, records are up to date
- All health and safety training requirements are met
- All hazardous materials are properly handled and stored



- **Facility and dormitory walkabout**
- **Records review (permits, trainings, etc.)**
- **Employee Interviews**

HEALTH AND SAFETY COMMITTEE

- Meet at least quarterly
- include members from various shifts, function and level.
- Trained on:
 - ❖ Health and safety
 - ❖ Hygiene
 - ❖ Waste management
 - ❖ Proper handling and disposal of hazardous material
 - ❖ Training records maintained



SAFE WORK CONDITIONS

- Assessing jobs for repetitive motion injuries
- Monitor accident / injuries and investigate all incidents
- Adequate working space

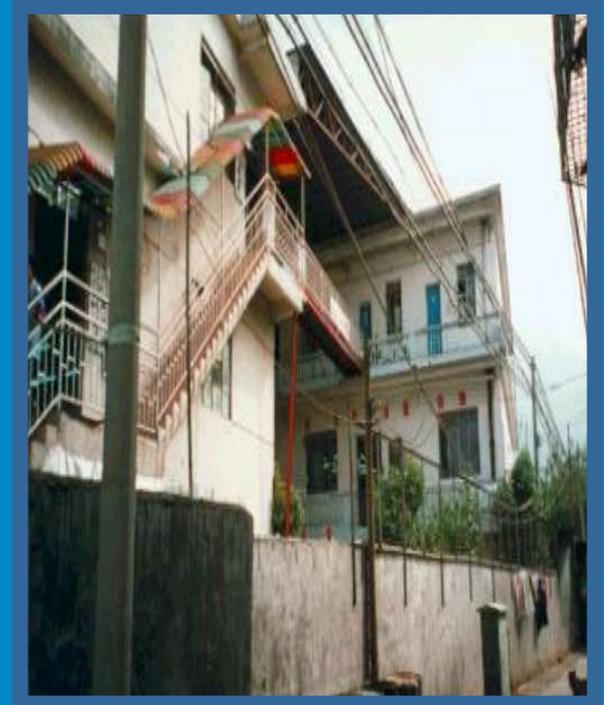


EXAMPLES



BUILDING INTEGRITY

- Condition of facility and grounds monitored and evaluated for safety
- Building and other facilities structurally sound
- Buildings and property free of conditions that may cause injury
- Work areas should have adequate lighting, Ventilation and temperature controls
- Monitoring air quality, vibration
- Control confined space
- Post allowable floor loading weights and maximum load limits
- Confined space with posted warning signs



ENVIRONMENT

Work areas are adequately:

- Ventilated and lit
- Aisles and exits accessible
- Air quality is monitored
- Chemical vapors are evaluated
- Records maintained regarding number of stacks or vents
- Proper permits available
- Air pollution control systems maintained
- Filters changed periodically
- Periodic test as per local regulations
- Air discharge are controlled
- Vibration levels are monitored



PERSONAL PROTECTIVE EQUIPMENT

- Provided free of charge where required
- Visitors also provided with PPE
- Signage posted indicated what PPE is required
- Injury and accident records maintained tracked and investigated
- Reminders posted regarding needing to report accident, injuries
- Logs are maintained evaluating trends



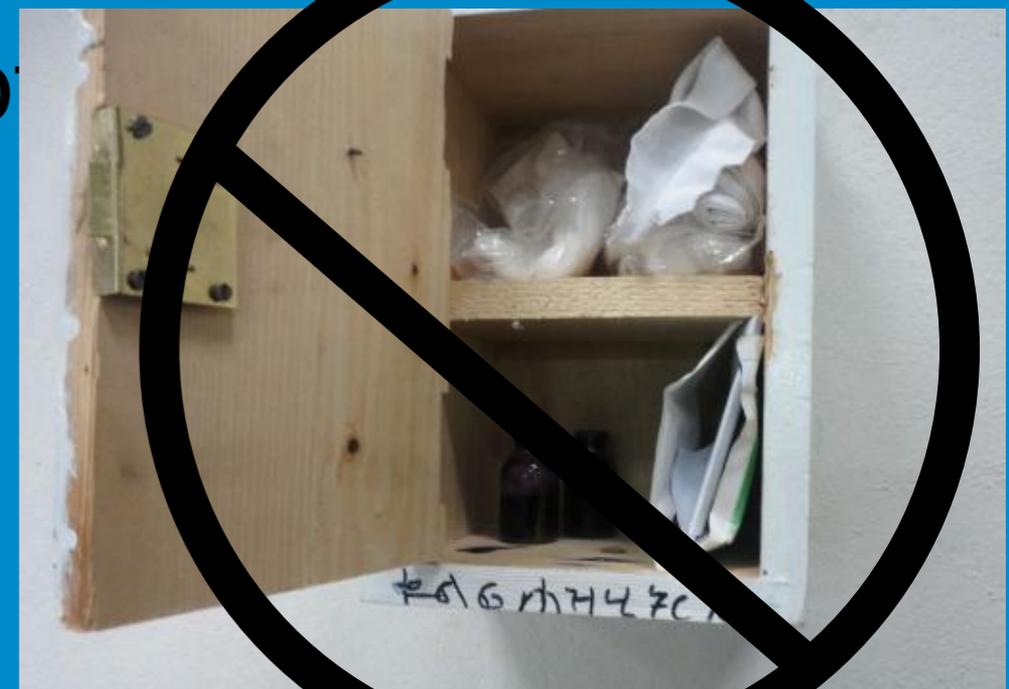
MACHINE SAFETY

- Machinery operating in good condition
- Preventative maintenance performed, including emergency equipment with records maintained
- Safety devices
- Power isolation (logout / tag out)
- Workers trained
- Hold appropriate certification



MEDICAL CARE

- Medical professional available, if required by law
- Emergency medical treatment available within close proximity of facility
- Trained first aiders available on each shift
- Medical exams provided, as required by law
- Proper training on all aspects of medical care, handling of blood and blood contaminated waste



CHEMICAL AND HAZARDOUS MATERIAL

- Chemical and hazardous material safety maintained
- Exposure to hazardous substances are maintained at or below regulatory standards
- Periodic monitoring conducted to validate levels
- Engineering controls to reduce exposure where possible
- Labeled, properly contained and stored using secondary containment
- Inventory maintained and MSDS available in appropriate language
- Carcinogens, toxins and hazardous waste disposed
- Hazardous material are stored away from sources of heat and flammable materials and secured
- Workers trained in chemical handling and emergency procedures
- Emergency eyewash / showers
- Incompatible chemicals not being stored together



Case Study- Health & Safety

A Global Refrigerators manufacturer carries out a large number of engineering activities in their plant. Over the last six months number of workers at the plant have been subject to several health problems. The Managing Director has taken the above matter very seriously and has asked the factory manager and HR manager to investigate and take required corrective actions. During the investigation the Factory Manager and HR Manager at the plant came across multiple improvement areas in addition to the issues at hand.

Findings

- 1) An increased incidence of respiratory illnesses has been reported over the last month by workers operating near the paint-spray booths. However on checking it was found that the ventilation system was working at only fifty percent of the full capacity.
- 2) The building is an old construction with visible cracks in many areas. The number of exits in the building are inadequate and open inwards. The emergency lights were found to be missing in few areas and are not of industrial grade.
- 3) The accidents in the loading area were during the stacking of the crates by forklifts. On investigating it was evident that the licenses of the forklift operators had expired and many of them had not received any training on operating the forklifts.
- 4) In an area of the plant where metal cutting occurs and workers use protective eyewear, workers have reported minor eye injuries. It was observed that in multiple cases the personal protective equipment was either hanging on nearby hooks or loosely hanging around the necks of workers. On questioning the workers complained that they find the protective eyewear uncomfortable and do not think it is needed or important.

Case Study- Health & Safety

Findings

Health & Safety - Load and pressure test certificates

Health & Safety - Storage of chemicals, incompatibility and flammables

Health & Safety - Quarterly inspections on lifting gear

Health & Safety - Blocked firefighting equipment

Health & Safety - Ablution facilities not up to standard

Health & Safety - First aid boxes inadequately stocked

Questions:

A. Which of the unsafe conditions and acts identified above are

- 1) Of a technical nature, or
- 2) Related to human behavior or management?

B. How would you ensure that Health and safety issues are corrected in a manner that is sustainable.

Instructions: Prepare risk assessment and action plan to correct findings.

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- Health & Safety - First aid boxes inadequately stocked