



Employee Health & Safety

GUIDING PRINCIPLES

Purpose

Employee health and safety is an integral component of each of IZA's Member company's business practices, and therefore a sustainable zinc industry. In addition to the social costs of poor health and safety management practices, workplace injuries and illnesses have a significant impact on an employer's bottom line. The International Labour Organization has estimated that workplace accidents and illness are responsible for the loss of some 4% of the world's GDP in compensation and absence from work¹.

According to the UK Health and Safety Commission, current priority health and safety issues in the mining industry include:

- slips and trips,
- falls from heights,
- workplace transport,
- vibration,
- occupational stress, and
- musculoskeletal disorders.

www.hse.gov.uk/mining/index.htm

Guiding Principles

Some form of a health and safety program is required under occupational health and safety legislation in most jurisdictions. Because organizations differ, a program developed for one organization cannot necessarily be expected to meet the needs of another. In addition to a high level health and safety policy that outlines general rules and expectations in this area, IZA Member companies are encouraged to consider the following elements when developing, or improving upon, an existing health and safety program:

Basic Health and Safety Program Elements

- Individual responsibility
- Joint occupational health and safety committee
- Health and safety rules
- Correct work procedures
- Employee orientation
- Training and communications
- Workplace inspections
- Reporting and investigating accidents
- Emergency procedures
- Medical and first aid
- Health and safety promotion
- Workplace specific items

Source: Adapted from ICMM's Sustainable Development Framework and Five Winds International's CSR Insight™ Sustainability Audit and Gap Assessment Tool

Principle 5 of ICMM's Sustainable Development Framework provides guidance on continual improvement of health and safety performance.

¹ Number of work-related accidents and illnesses continues to increase - WHO and ILO join in call for prevention strategies". News Release April 2005. www.who.int/mediacentre/news/releases/2005/pr18/en/



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Business Benefits

Cost-effective investment in health and safety not only helps to protect the safety of employees but can lead to dramatic savings in a company's bottom line. These savings and improvements are outlined below:

- Reduction in the number of working days lost due to accidents & ill health;
- Reduction in the incidence of ill health;
- Reduction in the number of accidents;
- Improved productivity and efficiency;
- Less staff turnover; and
- Improved quality of work.



Direct costs include workers' compensation payments, medical expenses, and costs for legal services. Examples of indirect costs include training replacement employees, accident investigation and implementation of corrective measures, lost productivity, repairs of damaged equipment and property, and costs associated with lower employee morale and absenteeism.

Member Success Stories

Boliden: Develops own EH&S Audit System

Boliden developed its own system of internal Environment, Health and Safety audits in 2005. As part of the system, each of the Group's units will be audited every second year. The audit team is made up of employees from different areas of the Group, and is headed by the Environment, Health, Safety and Quality (EHSQ) staff. In 2005, audits were performed at the Bergsöe lead smelter, the Odda zinc smelter, and the Aitik and Garpenberg mines. These units indicated the audits were a good way of transferring knowledge between the various units and of boosting the competence levels of the individual internal auditors.

Umicore: Implements OHSAS 18001

In 2002, Coimpa (a subsidiary of Umicore Brazil located in Manaus, Amazonia) had the worst lost time accident frequency and severity rates of Umicore South America. The implementation of OHSAS 18001, in association with the introduction of a zero accident target, helped Coimpa to reduce its lost time accident frequency rate from 13.4 in 2002 to 0 in 2005 and its lost time severity rate from 0.84 in 2002 to 0 in 2005.

Helpful Resources

- ICMM's Health and Safety Section of Website www.icmm.com/health_safety.php
- International Labour Organization (ILO) Standards for Occupational Health and Safety www.ilo.org/public/english/standards/norm/
- US Department of Labour, Occupational Health & Safety www.osha.gov/