



HEALTH AND SAFETY POLICY

The management of Bali Diamonds Ltd. is committed to the health and safety of its employees and for all who are involved in our work project. Protection of employees from injury is the major objective. We are committed to continuing improvement toward an accident-free workplace through effective administration and education. Management and workers must be dedicated to eliminating the “near misses” which will greatly reduce the risk of injuries.

Our philosophy is that the well-being of our company and clients is dependent on the health and safety of our workforce. The management of this company promises that every precaution reasonable in all circumstances will be taken for the protection of all workers. No job is to be regarded so urgent that time cannot be taken to do it in a safe manner. The welfare of the individual is our greatest concern.

Supervisors will be responsible for the health and safety of workers under their supervision. Supervisors are responsible to ensure that machinery and equipment required for use by each worker are safe and that each worker works in compliance with established safe work practices and procedures for each piece of equipment. Workers must receive adequate training in their specific work tasks to protect their health and safety.

All supervisors and employees must protect their own and fellow workers’ health and safety by working in compliance with all applicable regulations and safe work practices and procedures established by our company.

We recognize that a safe work environment can be established and sustained only through a united effort by all employees and that the assistance of each person is required. Your attitude and cooperation in promoting accident prevention will assist in achieving our goal creating a work zone where employees share in corporate growth and success.

Everyone from the company president to the new employees has the responsibility to ensure a safe and healthy workplace. Let’s all work together to prevent incidents from creating unwanted losses and personal injuries or illnesses.



Health at Bali Diamonds Ltd.

1. Workspace Organization

Each workspace for all employees with desk duty is organized to limit any health risks, taking in account the following:

- Each employee has a personal workspace of minimum 2m² and sufficient personal storage space.
- Chair ergonomics: Each employee has an adjustable chair with sufficient back-support.
- The contrast between computer-monitor light and surrounding light is limited to prevent eyesight damage, headache and concentration loss. The lighting in each office is adjusted according to the task performed.
- Computers are regularly replaced by newer models to prevent unclear monitors, worn down keyboards etc.
- Electric sockets and wiring are checked on a yearly basis to prevent electricity-related accidents.
- The air conditioning equipment and filters are checked and cleaned.
- Adequate drinking water is provided for all the employees, located at suitable locations.

2. Workplace Hygiene

Sanitation Facilities

All toilets are cleaned every day by building maintenance and are equipped with hygiene accessories.

Workplace

The entire workplace is cleaned daily to ensure a clean and healthy work environment.

It is the responsibility of all employees to ensure that the workplace is kept clean at all times.

Safety at Bali Diamonds Ltd.

The organization places great importance on being prepared for emergencies which can be life threatening. These emergencies could be an uncontrolled fire, a bomb-threat or such situations as deemed to require immediate evacuation of the work area. By way of preparation, the organization has set in place the following:

- Alarm system
- Safety and Evacuation Process



- First Aid Process
- Firefighting Systems
- Drills and system validation processes

1. Alarm System

Battery operated alarms have been provided. The staff is familiar with the sound of the alarm. This is further reinforced through a yearly drill. The alarm system is checked on a regular basis by the security staff after close of operation. Anyone who perceives an emergency can activate the alarm.

2. Safety and Evacuation Process

Employees are trained to head for the exit. The direction to the exit and the exit itself is provided with signage prominently displayed at the exit. The exit door is never locked and can be opened from inside. The exit signed lights up when there is a power outage. The Health & Safety manager will take on the responsibility of ensuring that the workplace is evacuated.

3. First Aid Process

First Aid kits are available in the entity. Their location is known by the entire staff. The contents of the first-aid kits have been finalized based on recommendations of regulatory authorities and doctors. The content of the kits is checked on a 3 monthly basis by the First Aid workers and a register of these checks is kept.

4. Firefighting Systems

Firefighting equipment is located inside the entity. The firefighting equipment and location are easily identifiable. The suitability of this equipment is checked on a yearly basis by a regulatory authority and a register of these checks is kept.

A training program for the use of fire-fighting equipment is organized for selected employees.

5. Drills and system validation processes

An annual fire and evacuation drill is held by the building's security staff, and the equipment is inspected.

Employees have the right to stop work in situations that may cause serious harm or uncontrolled hazards and that they have the responsibilities to bring these situations to the attention of those at imminent risk and to management.

Approved by:
Michael Yakoby,
President