



OCCUPATIONAL HEALTH & SAFETY POLICY STATEMENT

Ayotunde Jegede

February 2018



DOCUMENT VERSION CONTROL			
Document Location Primary			
File Name		RMBN Occupational Health & Safety Policy Statement	
Author(s)		Ayotunde Jegede	
Date approved	Date for review	Reviewer	Approving Committee
		Ayotunde Jegede	RMBN BRCC Board
Version	Status	Date	Comments
1.0	Final	28 February 2018	Initial Document

DOCUMENT DISTRIBUTION LIST [for information]	
Name	Business Area
RMBN Executive Committee	
Ayotunde Jegede	RMBN Head of Human Capital
Olubunmi Odufuwa	RMBN Chief Compliance Officer
Ronke Iduseri	RMBN Risk Manager
Shirmila Kuvarjee	RMB HC Africa Executive
All Staff	



TABLE OF CONTENTS

1. CONTEXT	4
2. SCOPE.....	4
3. GUIDING PRINCIPLES FOR RMBN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT.....	4



1. CONTEXT

RMBN values its people and their wellbeing and is committed to providing a safe and healthy workplace for all employees, contractors, customers and visitors.

It is on the basis of that philosophy, RMBN aims to protect the health, safety and wellbeing of all employees and the public on any of the RMBN premises, and Occupational health and safety is a subject of paramount importance to RMBN.

2. SCOPE

This policy statement is applicable to all RMBN Limited employees, visitors and any contractors conducting work on behalf of RMBN on RMBN Limited premises and applies to all workplaces under management or control of RMBN Limited both locally and internationally.

The policy supports the RMBN value of being Accountable as supported by the principles of "Caring for the Business and Respecting Others" as outlined in its Code of Ethics.

3. GUIDING PRINCIPLES FOR RMB NIGERIA "RMBN" OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

All RMBN employees have both the right and the opposing responsibility to:

- Work in a safe manner;
- Take all reasonable care for their own health and safety, and;
- Consider the health and safety of other people who may be affected by their actions.

RMBN strives for injury-free workplaces and operates to ensure legal compliance with all Occupational Health and Safety (OHS) requirements and will take all reasonable and practical steps to improve and manage safety conditions of all stakeholders.

RMBN is committed to:

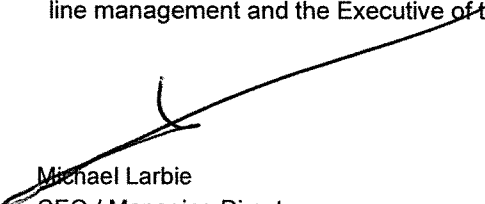
- I. Complying with all applicable health and safety legal requirements pertinent to our business as well as to apply internationally recognized practices in our operations;
- II. Developing a culture and an organizational consciousness of health and safety within RMBN;
- III. Ensuring that every employee in the organization is provided with appropriate health and safety training;
- IV. Encouraging active participation, consultation with and cooperation between all employees,



contractors and visitors in promoting and developing measures to consistently improve health and safety at work;

- V. Engaging proactively and positively with relevant authorities regarding the effective management of health and safety in RMBN;
- VI. Implementing relevant risk management systems suitable to RMBN risk exposure, as well as monitor, promote and continuously improve health and safety performance;
- VII. Maintaining relevant policies, procedures, systems, information, training, and organizational structures to support and communicate effective health and safety practices throughout RMBN; and
- VIII. Actively respond to, investigate and monitor all reported incidents up to resolution

The responsibility to ensure that all RMBN employees, visitors and contractors are aware of and compliant with the requirements of this policy statement and supporting legislation where applicable, rests with both line management and the Executive of the Bank.


Michael Larbie
CEO / Managing Director