

# Occupational Safety and Health Policy

## Statement of Intent

This Policy (Statement of Intent) is the declaration of the commitment of the Université des Mascareignes (hereinafter referred to as 'UdM') - in providing staff, students, contractors, sub-contractors and visitors - with a healthy and safe environment, so as to prevent incidences of ill-health and injury, so far as reasonably foreseeable and practicable - throughout all of our campuses, business operations and activities.

UdM aims to eliminate risks and minimize hazards by adherence to all legal requirements, including those stipulated under the Occupational Safety and Health Act 2005 - which is the applicable Health and Safety legislation, and other additional standards, as well as other internal regulations, where deemed appropriate.

In order to ensure compliance with the above and to enable achievement of our policy, we will:

1. Provide appropriate documented references regarding Occupational Safety and Health requirements (in the form of policies, procedures, guidelines, regulations, standards or any other arrangements) across the campuses, business operations and activities of the Université des Mascareignes - into all aspects of its activities, ranging from Technical issues to General Provisions issues - in line with current legislation requirements, internal regulations, and other relevant requirements;
2. Regard Occupational Safety and Health as being of premium importance in all aspects of our operations;
3. Provide for adequate resources, pecuniary and/or otherwise, in order to enable proper implementation of the policy;
4. Provide information, instruction, training and supervision as required to enable the safe performance of our operations and activities;
5. Establish effective systems to enable communication and consultation with our staff and other persons for whom we are responsible;
6. Undertake periodic reviews of our performance against set objectives and applicable legal standards
7. Take appropriate corrective and preventive actions in order to prevent possible and foreseeable occurrences and recurrences of incidents/accidents.

UdM's Occupational Safety and Health systems are subject to comprehensive monitoring, analysis and reviews, through regular health and safety inspections, audits and committee meetings in order to identify risks to Health and Safety, and to ensure continual improvement in the Occupational Safety and Health aspects of the Université des Mascareignes.

The Occupational Safety and Health Policy forms an integral part of the process of enabling the Université des Mascareignes to achieve its vision.

UdM recognises that the Policy objectives can only be achieved with the support and cooperation of all staff and students. It is thus imperative that all persons (including management, staff, students, contractors and visitors) utilizing UdM's premises do so whilst adhering to our policy and applicable legal requirements-and standards - in order to ensure their own safety as well as that of others.