



delmont imaging

Occupational health and safety policy

The occupational health and safety policy describes how Delmont imaging is committed to the health and safety of its employees.

We, Delmont imaging, have drafted this policy with the aim of identifying the conduct, values and principles that should guide our work and our decisions within our company, with our partners and in our community in order to fulfil our mission:

To improve the care and management of all patients, whatever their age and whatever their future, by providing the profession with innovative, effective and less traumatic solutions.

We are committed to respecting these principles in everything we do, so that our activities reflect positively on our employees and our company.

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Our commitment to health and safety in the workplace

➤ Preventing occupational risks

We identify, analyse and implement the necessary measures to minimise occupational risks, whether physical or psychological, for all our employees, whatever their activities in the company.

➤ Promoting health and safety

We support and train each employee so that they are aware of the dangers and good practices for their health and safety. We ensure that knowledge is shared so that we can constantly improve our approach.

➤ Ensuring transparency

We communicate transparently and comply with the laws and regulations in force, so that every employee is alerted to the risks associated with his or her duties and can comply with the rules to ensure his or her safety.

Occupational health and safety management system

We are as committed to the health of our employees as we are to the health of women. We believe that any successful business strategy must be built with the long term in mind, and as such, must ensure the health of its employees.

To achieve this strategy, we are establishing an occupational health and safety management system in accordance with the ISO 45000 series of international standards, with defined, monitored, and updated objectives.

We expect our employees to commit proactively to this system and, if necessary, to challenge commonly established economic paradigms. This approach must ensure the long-term future of the company as well as the health of all our employees and must never be undermined solely by the pursuit of immediate profit.

Management responsibility

Management is responsible for the health and safety at work of all Delmont imaging employees and must provide all employees with a healthy and safe working environment.

To this end, management undertakes to:

- Drawing up and communicating this policy,
- Check that it is understood and approved by all employees,
- Ensure that there are sufficient human, material, and financial resources to implement this policy,
- Appoint a competent health and safety correspondent, representing all staff, in order to establish a policy of continuous and transparent exchange.

Together, management and employees set, monitor, and annually review the objectives for improving health and safety in the workplace.

Occupational risk assessment

We carry out the most exhaustive assessment possible of occupational risks in all our activities, in order to identify all the hazards to which our employees are exposed. This assessment enables us to implement relevant preventive measures covering technical, human and organisational aspects.

This assessment is reviewed on a regular basis to ensure that it reflects our activities as closely as possible, taking into account:

- All feedback from employees to improve their health and safety,
- Post-incident analyses,
- International standards and the state of the art in occupational risk assessment,
- Current regulations.

This assessment is summarised in the occupational risk assessment register and is available to all employees on request.

Incident management

Despite our efforts to prevent workplace risks through risk assessment, incidents such as accidents may still occur. These are not inevitable, and their repetition can be avoided.

We have put in place appropriate incident management procedures to:

- Manage them in the best possible conditions and as quickly as possible to avoid any potential aggravation,
- Inform stakeholders and the relevant authorities,
- Determine the root causes of the incident in order to implement the required corrective and preventive actions.
- Check the effectiveness of the actions taken.
- Communicating with employees about the incident and the resulting measures.

Health and safety culture

Over and above occupational risks, as a company operating in the medical field, we promote a strong health and safety culture by increasing the involvement of all our employees.

This is organised through:

- Internal and external training appropriate to the risks identified and at the request of any employee,
- Raising awareness of physical and mental health issues in the workplace,
- Monthly discussions between management and employee representatives, including the occupational health and safety officer,
- Each employee is enrolled in a high-performance health insurance scheme to ensure long-term medical care, while adapting to local regulatory constraints.

In order to involve our employees and make them aware of their responsibilities, we provide feedback following the DUERP review or any major safety incident.

Employee commitment

We expect our employees to drive change to minimise occupational risks. To this end, we encourage our employees to cooperate with management and all their work colleagues in maintaining a safe environment.

Each of our employees undertakes at all times to:

- Comply with safety procedures and instructions,
- Take an active part in training courses,
- Report all risks and hazards identified in the workplace,
- Helping to develop measures to eliminate, preferably at source, the risks and hazards present in their working environment,
- Report any ideas for improvement to your manager,
- Exercise its right to alert if it witnesses an event that does not comply with this policy.

Commitment from our partners

We expect the same level of occupational health and safety requirements from our supply chain partners and can select and debar them accordingly.

We do not take a moralistic approach to our partners; on the contrary, we support them in their own approach and share our own experience.

Information and entry into force

This policy is communicated individually to each employee when they are hired and annually during their personal interview. Any questions can be addressed to policies@delmont-imaging.com.

Please take the time to familiarise yourself with this policy. It is a resource for understanding our principles and values, so that you know what is expected of you as a representative of the company, and also our partners, so that they know what they can expect from us.

If you find yourself in a situation that you believe may violate this policy, or if you have any questions or concerns related to this policy, please speak promptly to your manager or the Quality Manager. When in doubt, the company wants you to come forward and will not tolerate retaliation against anyone for coming forward. It is the responsibility of all employees to help ensure compliance with this policy.



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