

EMPLOYEE AND COMMUNITY SAFETY AND HEALTH

Monsanto will provide a healthful and safe environment for its employees and community neighbors and will monitor and evaluate employee health status, determine and monitor workplace factors affecting employee safety and health, comply with Monsanto workplace exposure guidelines and with governmental safety and health regulations, review major capital projects to protect the health of people at work and in the community.

PROGRAM

1. Continue to perform periodic on-site surveys of worldwide operations to evaluate total safety, occupational health, and industrial hygiene status. Utilize observations and recommendations to achieve and maintain regulatory and code compliance, attain appropriate technological sophistication, reduce the probability of accidents of all types, and further employee safety and health education. Generally assist sites in attaining year-to-year reductions in employee injuries and property losses. Optimize health surveillance programs to identify and prevent occupational illnesses.
2. Achieve and maintain compliance with governmental regulations and Monsanto guidelines as they relate to facility design, safe work practices, workplace exposures, health surveillance, and community safety and health in each country in which a Monsanto facility is located. If regulatory guidelines are unavailable or inadequate to protect worker health, Monsanto will establish guidelines where appropriate.
3. Monitor and evaluate the effect of work exposures on employee health by providing health surveillance in all locations, with a goal of offering periodic examinations for all employees. Special emphasis must be given to implementing scheduled health surveillance examinations for those employees routinely exposed to hazardous chemicals in the workplace. These examinations will be conducted by Monsanto or contract health professionals in accordance with the Occupational Medicine Program defined by the Department of Medical and Health Sciences.
4. Collect and enter workplace materials, worker exposure, work history and employee health assessment data into the MEHI/MARS data base which will be used to perform epidemiological and other appropriate studies evaluating worker health to enhance worker protection.
5. Continue workplace surveillance to identify potential health risks, evaluate risks based on current toxicological information and initiate appropriate safeguards to protect the health of employees.
6. Establish guidelines for use in classifying and recording injuries and illnesses to monitor company-wide performance and adherence to federal regulations regarding recordkeeping. Issue monthly summaries of appropriate statistics, and various publications designed to improve awareness and to communicate relevant technologies to the workplace. Develop understanding of the causation of accidents and the techniques of accident prevention.
7. Provide corporate safety and industrial hygiene reviews on design, startup, and operational issues for major new installations and expansions.
8. Participate relative to safety and health through trade associations, other cooperative endeavors of the chemical and manufacturing industries and professional associations.
9. Provide employee training, orientation and education in safety and health.
10. Contract employees should receive any required surveillance and safety and industrial hygiene indoctrination in accordance with Monsanto's Contractor Health and Safety Guideline.

(Revised and Approved by Environmental, Safety & Health Committee April 25, 1989.)

DSW 117717