

The activities of the company should not harm anyone – neither the employees, contractors, neighbours nor customers. This is Uniqema's objective and it is fully aware that a successful outcome can only be achieved with employee involvement. Corporate principles on which the guidelines for workplace health promotion measures are also outlined in the ICI SHE Corporate Standards and Guidelines.

### **No more allergies or noise – induced hearing loss**

By the end of the year 2000 there will be no new cases of job-related allergies and loss of hearing among employees. Moreover, the injury rate is to be reduced to a minimum. All materials, processes and new technologies are examined in advance for any health risks and health experts are involved in the planning of new work areas and workflows.

As part of a wide set of occupational health programmes at Uniqema Gouda, periodical medical examination programmes are in place. Moreover, proactive training is given on a number of issues related to health at the workplace, like screen ergonomics, lifting instructions, sitting instructions, travel safety etc.

Health-related measures are developed on the basis of company data, such as analyses of the working conditions and the results of occupational medical examinations. In order to prevent health risks, risk profiles of the jobs are prepared and the requirements placed on the employees compared with their skills.

The health promotion measures are assessed with the participation of the management as part of the reporting

system. A safety working group also discusses health-related topics once a month. Staff surveys are conducted at regular intervals. The employees also participate in workplace health promotion and are involved in the company's suggestions for improvement scheme.

Uniqema facilitates the reconciliation of family and working life and to this end offers its employees child care and part-time work.

For older employees Uniqema has introduced the "flexible retirement"scheme, where two employees can share one job until they retire at the age of 62.

Branch:

Chemical industry

No. of employees:

550

Products/Services:

Oleochemicals, made from natural oils and fats

Locations:

Gouda

Miscellaneous:

Uniqema is part of the ICI GROUP.