

FI Guidance: How to Meet EBRD's Performance Requirement 4

1. Occupational Health and Safety (OHS)

EBRD PR 4 Occupational Health and Safety: “The client will provide the workers with a safe and healthy work environment, and projects will comply with the provisions of PR4 Health and Safety.”

FIs are required to comply with PR4 to meet local laws and EU regulations regarding occupational health and safety.

Further Guidance:

What is OHS?

- OHS is concerned with protecting the safety, health and welfare of employees, and refers to the policies and systems in place to manage these issues in the workplace, such as risk assessments, training, provision of appropriate personal protection equipment (PPE), safe workplace practices, documentation and emergency prevention and response procedures.
- All employers must manage OHS issues relevant to their business and sector. Particularly hazardous sectors include agriculture, fishing, manufacturing, construction and mining. All organisations have a duty of care to ensure that employees and any other person affected by the company's undertakings remain safe at all times.

Suggested Actions to Ensure Adequate OHS:

Note that OHS risks are relatively low for FIs, and mainly relate to office-related health and safety practices, such as lifting (e.g. coin bags), slips and trips, posture, use of appropriately sized computer screens, etc.

- Put in place and maintain an appropriate OHS management system in line with good international practice.
- Comply with relevant EU OHS requirements.
- Identify and minimise, so far as reasonably practicable, the causes of potential hazards to workers.
- Provide preventive and protective measures, including modification, substitution, or elimination of hazardous conditions or substances.
- Provide appropriate equipment to minimise risk (e.g. sufficiently large computer monitors), and require and enforce its use.
- Train workers and provide appropriate incentives for them to use and comply with health and safety procedures.
- Document and report occupational accidents, diseases and incidents.
- Put in place measures for emergency prevention, preparedness and response arrangements (e.g. fire evacuation procedures).