

KAEFER GROUP – HEALTH & SAFETY POLICY

At KAEFER we care for the wellbeing of our employees and provide a healthy working environment so that our motivated well-trained employees can perform at their best. Working safely is part of our DNA and non-negotiable. Together, we ensure that we look out for one another and constantly look for ways to improve and exceed standards with the overall target of zero work related injuries.

To achieve our overall objectives, all KAEFER business units will include the following commitments in their business activities through local processes and create a dialogue with their business partners to ensure adherence and contribute towards preventing work related injuries and ill health.

MANAGEMENT

- > Ensure proactive leadership at all management levels, acting as role models and ensuring the necessary resources are available
- > Further develop culture and awareness through employee involvement and consultation
- > Set and monitor measurable and challenging objectives and targets to ensure continuous improvement. Establish a set of clear rules focusing on critical risks and provide proper training
- > Carry out work in compliance with legal and other requirements, such as contractual obligations
- > Monitor the effectiveness of rules and procedures. Take action and conduct reviews to ensure compliance and continuous improvement of the management system
- > Promote the application of best practice and new technologies
- > Eliminate hazards, reduce and monitor all health and safety risks within our business activities to provide a safe and healthy work environment

HEALTH

- > Ensure and promote the focus on healthy decisions and actions within our teams to foster work-life-balance
- > Monitor wellbeing and provide individual help as well as team-based approaches to minimise psychological strain and stress
- > Provide effective controls and equipment to prevent any adverse effects or ill health due to occupational health risks, such as manual handling, noise and chemical exposure

SAFETY

- > Continuously encourage people to openly report near-misses and hazards as well as suggestions for improvement
- > Provide for proper root cause analysis of work-related injuries and high potential near-misses

It is everyone's responsibility to work towards the commitments within this policy. We take action for our health and safety.



Dr. Roland Gärber
(CEO)



Karsten Wirth
(CFO)