

# Occupational Health & Safety Policy



At HeidelbergCement, we take our social responsibility seriously and are convinced that a corporate culture based on employee-orientation and partnership will lead to the long-term success of the company. Occupational Health & Safety is a core value of our company and integral part of all our business activities.

Being convinced that injuries, occupational illnesses and diseases are preventable we are continuously striving to minimize risks for our employees, contractors and third parties by pursuing the goal of zero harm.

## Scope

This Policy applies to all locations and operations of the HeidelbergCement Group where we exercise management control.



## Commitment

In order to continually improve our performance we manage Health & Safety through appropriate management systems. The key elements are:

- Establishing clear objectives and corresponding action plans
- Providing safe and healthy workplaces, safe equipment and safe work procedures and practices based on the results of regularly reviewed risk assessments.
- Training employees in Health & Safety issues that affect their work to ensure they have the proper competencies to conduct their tasks safely
- Inspecting and reviewing work areas and practices on a regular basis to ensure compliance with internal and external requirements
- Supervising, monitoring and analyzing the Health & Safety performance and processes against requirements
- Providing guidance and instructions on the handling of our products in accordance with applicable laws

HeidelbergCement is committed to conducting its business in accordance with all applicable local, regional, national and international legislations, and within its own standards and procedures related to Health & Safety. We also work together with employees, contractors, and third parties to prevent accidents and inform them and the public regularly about our Health & Safety performance.

## Rules

To ensure the safety of our employees, contractors and third parties, it is compulsory to wear the following Personal Protective Equipment (PPE) at all operational workplaces<sup>1</sup> of HeidelbergCement:

- Safety helmet
- Eye protection
- Safety boots
- High visibility clothing

**Furthermore all employees and contractors working for us have to comply with the following Cardinal Rules:**

- All Personal Protective Equipment (PPE) required for a given task must be properly used. This applies in particular but not exclusively to the use of:
  - Seat belts when driving
  - Appropriate fall protection equipment when working at height
- Equipment has to be properly isolated from all inherent energy sources and must be tested to ensure it cannot start or move prior to conducting any tasks
- Safeguards must be in place before equipment is (re)started
- Entry into confined spaces is only allowed for competent persons and with a Permit to Work<sup>2</sup> signed by the responsible superior
- Driving for the company is done in strict accordance with local laws and company requirements
- All occupational incidents are reported and investigated to identify the root causes and to set up corrective actions and lessons learned

Further Health & Safety requirements to comply with are laid down in Group guidelines and local documents which are regularly reviewed and adjusted.

Non-compliance with these rules will not be tolerated.



<sup>1</sup> Local management has to specify any exemptions and to define the product specifications, based on results of risk assessments.

<sup>2</sup> Exemptions from this rule and defining "non-permit confined spaces" must be authorized by the local management based on results of risk assessments.



## Roles and responsibilities

HeidelbergCement holds all levels of management accountable for Health & Safety in their area of responsibility, while at the same time emphasizing that each employee, contractor and visitor has direct responsibility to follow safe work procedures which will ensure their own Health & Safety and that of their colleagues.

I am giving the highest priority to Health & Safety and I expect the same from everybody else. Only together will we achieve our goal of zero harm.

Heidelberg, 01.03.2015

Dr. Bernd Scheifele  
Chairman of the Managing Board

### Contact and further information

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