

Health, Safety and Environment

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1. Introduction

- Ø Health, Safety and Environment (HSE) are fundamental values for the Hager Group.
- Ø Everyone working on a site of the Hager Group has the right to work under safe and healthy conditions, and in a balanced environment which shows due respect for health (both our group employees and external partners).
- Ø Occupational accidents or illnesses can be avoided and therefore the necessary measures should be implemented to avoid them.
- Ø An assessment of risk is necessary to manage health & safety effectively. This should start from the initial design phase of the equipment and cover all workplaces.
- Ø Our aim is to reach a standardised level of protection and prevention on all our European sites.
- Ø Among our goals, we seek to continuously improve the quality of work life for everyone employed by the Hager Group.
- Ø This HSE charter is in line with the Prevention, Health and Safety at work and protection of the environment policy of the Hager Group, and it aims to:
 - I. Guarantee consistency of the local Prevention, Health and Safety at work approaches;
 - II. Inform the General Management of Hager SE by listening to the expectations of employees and local representative authorities;
 - III. Contribute to the development of the Prevention, Health and Safety at work culture;
 - IV. Prevent damage potentially caused to the environment or, at least mitigate its consequences.

2. The agreement

a) General

An officer in charge of health/safety/environment (HSE) shall be appointed on each site of the Hager Group, whether industrial or not. He shall be trained in the prevention of occupational accidents and protection of the environment.

An organisation chart of Health & safety and environment officers/managers shall be drafted, kept up-to-date and sent to the management of Hager Group and the Chairman of the Hager SE Works Council.

By participating, employees or their representatives contribute to the process of continuous improvement of health & safety at work.

- Ø Once a year, the HSE officer from each site will provide the EEC HSE Commission with:
- Ø the yearly HSE social balance sheet for the previous year (by 15 March at the latest).

Additionally, the management of each site will keep available for consultation on request by the HSE Commission documents such as:

- Ø The assessment of occupational risks;
- Ø The HSE improvement programmes. The drafting of these programmes should take into account the deadlines for the submission of budgets ;
- Ø The safety training plans;
- Ø The internal organisation chart of all safety officers on the site;
- Ø Audit reports
- Ø The measures taken on environmental issues

In the event of any major accident, additional budgets may be released immediately to help prevent its recurrence.

All accidents or incidents shall be analysed and recorded.

The major aim of this analysis is to set up protective and then corrective and sustainable measures to ensure that these do not occur again.

b) Training and information of all employees

With risk assessment, training is one of the main levers of prevention.

As soon as he is recruited or changes job, or if any technological change occurs, each member of the staff receives information regarding the risks incurred in his place of work and the safety measures that have to be complied with (e.g.: wearing safety shoes, hearing protection and suitable work clothes, etc.)

c) Enforcement

Distribution to site managers

This agreement will be distributed by the general management of each site for enforcement.

Also, the management on each site will ensure the updating and follow-up of a list of relevant health & safety and environment indicators and keep them available for the HSE Commission.

Discussions with staff representative bodies

The improvement measures shall be discussed with the staff representative bodies on each site, and will give rise to a report.

d) Action plan

To raise the awareness among members of staff, the local management bodies should:

- Ø Inform the members of staff of the existence of the HSE Commission of the Hager SE Works Council
- Ø Encourage and record suggestions for improvement and grievances.

The Prevention, Health and Safety improvement plans will be distributed to all staff.

Non-exhaustive list of safety indicators:

- Ø Frequency of occupational accidents and incidents
- Ø Seriousness
- Ø Number
- Ø Cost per site
- Ø ...

e) Risk analysis

Non-exhaustive list of risks:

- Ø Psychological and social aspects
- Ø Ergonomics
- Ø Noise
- Ø Vibrations
- Ø ...

f) Environment

Everyone has a duty to participate in the protection and improvement of the environment.

Environmental education and training should contribute to the exercising of the rights and obligations defined by this agreement.

Therefore, Hager SE will endeavour to promote or even surpass the environmental regulations set by the European Union.

Hager SE will take the environmental problems into account and will develop on each site measures concerning:

- ∅ Water: to ensure monitoring and gradual reduction of consumption and improve the quality of wastewater
- ∅ Air: to limit direct and indirect emissions of atmospheric pollutants
- ∅ Waste: to limit waste and set up selective sorting of waste (non-hazardous and hazardous industrial waste), recycling of industrial waste
- ∅ Noise: to limit noise pollution and vibrations both for staff and the neighbourhood, particularly providing for capture at source.
- ∅ Energy: to control energy consumption so as to reduce greenhouse gas emissions and bring the toxic waste produced down to a minimum level.
- ∅ Soil: to implement measures to prevent any risk of infiltration of pollutants in the soil.
- ∅ Mobility: to reduce pollution from corporate activity by gradually replacing the vehicle fleet with lower polluting vehicles.

3. The functioning of the Commission

- ∅ The HSE Commission regularly checks the enforcement of this Agreement via scheduled inspections of Group sites. The schedule of inspections is established on a quarterly basis and sent to the General Management of Hager SE.
- ∅ In exceptional or urgent situations, inspections may take place outside the schedule. The HSE Commission will inform the General Management of such occurrences. The purpose of these inspections is not to check the enforcement of the agreement but to contribute to understanding and finding a solution to the exceptional or urgent situations the HSE Commission becomes aware of and to ensure its implementation.
- ∅ If it considers necessary, and, in accordance with the Hager SE Agreement (§ 3.4), it may request assistance from experts (internal or external), after informing the management of Hager SE, in order to analyse the events and provide guidance for corporate upgrading.
- ∅ Inspection of an establishment shall be notified in advance to the Management of the Establishment as stipulated in § 9.5 of the Hager SE Agreement
- ∅ A report will be drafted after completion of the inspection.
- ∅ At each plenary meeting of the Hager SE Works Council, the HSE Commission will present a complete and detailed report on its activities.

- Ø It analyses the reports from the various sites and merges them to establish a comprehensive report that will be presented to the Hager SE Works Council at plenary meetings.
- Ø The Commission meets as often as it considers necessary.
- Ø If required, it will alert the Hager SE Management via the Chairman of the Hager SE Works Council
- Ø The enforcement of this agreement shall not be in contradiction to the local legislation or the Hager SE Agreement, but may lead to the enforcement of stricter regulations than the national regulations in force.

4. Validity of the agreement

This Agreement is entered into for a period of one year and will end in 2011, on the date of the election of the new Hager SE Works Council

The agreement may be reviewed, completed and/or renewed with reference to the 2011/2015 Project.