


Health & Safety Policy



The Hager Group is committed to protecting its employees from physical injury and to preserving their long-term health.

This level of requirement falls within its social and sustainable development policy in which occupational health and safety are among the fundamentals.

This concern to control the impacts of its activities not only applies to its own employees, but also to third parties and external companies working on any Hager Group site.

The Hager Group is committed to complying with the local regulations and with the requirements set by internal standards referring to the BS OHSAS 18001, and is also committed to continuously improving its management processes for managing occupational Health & Safety, with a focus on Excellence:

March, 12th 2011



Daniel Hager
Chief Executive Officer

- Hager has placed risk assessment at the core of its occupational risk prevention approach. Risk assessment makes it possible to periodically define goals and action plans, as regards organisation of work, material resources, training and informing staff.

- The analysis of accidents and hazardous situations, will serve as a basis for drawing up prevention plans and for preparing staff for emergency situations (e.g. occupational accidents, fire, etc.)

Regardless of level, management must demonstrate exemplary behaviour:

- The management, the staff, the staff of external companies, everyone at their own level is responsible for their own health and safety and should make sure, by applying or enforcing the defined prevention measures, that their activities do not cause any harm to others.

- The management plays a leading role in organisation, information, and monitoring for the application of this policy.



Philippe Ferragu
Chief Group Resources Officer

This applies to the operations led by their own employees as well as those made by external companies working on any Hager Group site.

- Together we capitalise on good practice and learn from every accident or incident.

- All these obligations are an integral part of everyone's profession and the results obtained contribute to performance assessment.

This Health & Safety Policy describes the minimum requirements which must be adapted and deployed locally according to the countries' specific laws and regulations.

We are counting on everyone's involvement so that these principles are known, understood, and applied by all, and so that our Health & Safety Policy translates into a strengthening of our actions and into a continuous improvement in our results. We will personally and regularly review that these principles are being put into practice.



Bertrand Schmitt
Chief Operations Officer

Goals

1. To obtain BS OHSAS 18001 certification for all of our industrial and logistic sites by the end of 2015.

2. To obtain an accreditation for all of our non-industrial sites using an internal OHS reference system (self assessment) by the end of 2015.

3. To keep under control and to reduce any harm done to the health and safety of the employees of the company and of the employees of external companies working on our sites. Concretely, to reduce the work accidents frequency rate by 20%.