



# OCCUPATIONAL HEALTH & SAFETY POLICY



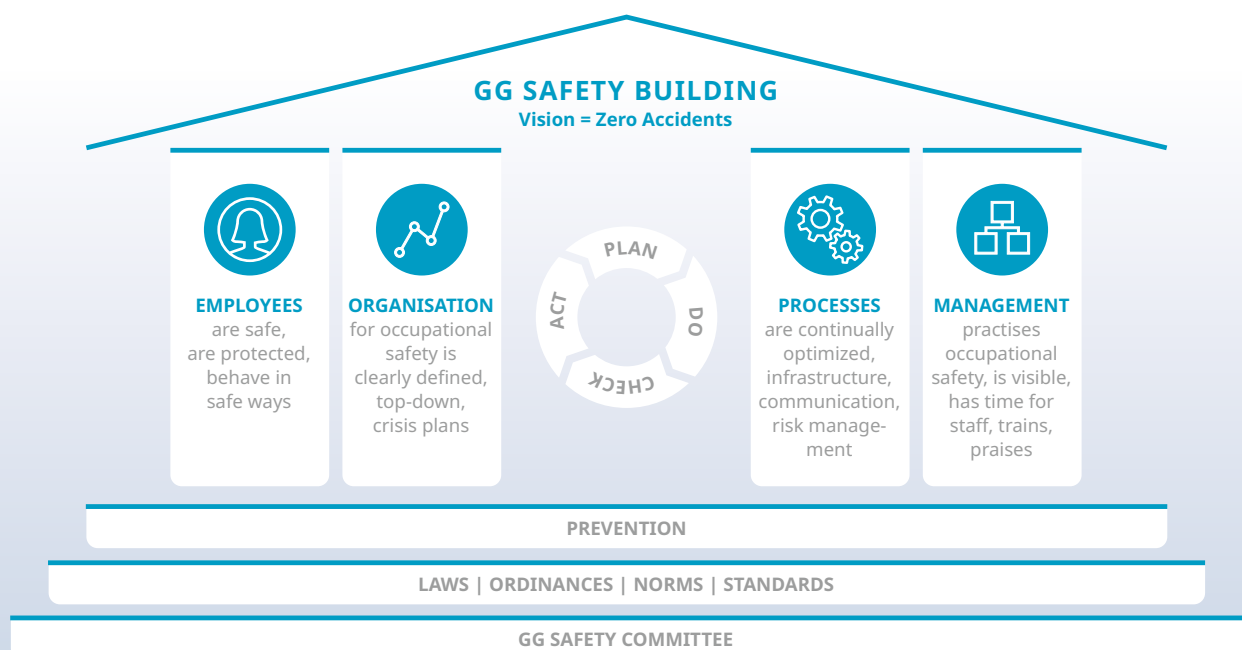
We at GG live our vision to enhance people's lives through energy and data transmission. To be able to truly live our company mission – in all GG Group decisions, we always consider the health, safety and wellbeing of our employees first.

GG Group has a clear Zero Accident Vision regarding our products and our worldwide operations.

## HEALTH & SAFETY COMMITMENT

GG Group commits to providing safe and healthy working conditions to prevent work-related injury and poor health. A safe and healthy work environment is provided not only for our employees (associates), but also for our visitors and contractors.

Our commitment enhances the effectiveness of our Occupational Health & Safety Management System and its processes. At GG Group we strive for continual improvement of our Occupational Health & Safety Management System, which reflects in our GG Safety Building.



## THE GG SAFETY BUILDING

### THE FOUNDATIONS

Effective Occupational Health & Safety Management requires ongoing support from the GG Safety Committee. Starting with the management board (sponsor), continuing with plant/site managers/leaders, safety professionals and ending with our employees.

Country-specific laws and regulations constitute a solid basis for our Health & Safety Management System. Complying with all applicable legal and other requirements is one of our key priorities. Prevention is an essential part of the foundation and the method we highly prefer and fully support (pro-active instead of reactive).



### THE PILLARS



#### EMPLOYEES

The safety of our employees, customers, suppliers and other partners is our highest priority. Employees are actively involved in health and safety issues.



#### ORGANISATION

Organisation for health and safety is clearly defined (top – down). Adequate resources are released.



#### PROCESSES

Necessary processes are defined, maintained, standardized and optimized according to our Health & Safety Management System. We also strive for continual and continuous improvement.



#### MANAGEMENT

Support by management is a fundamental aspect. Chief officers, plant/site managers and leaders, supervisors and foremen act as a role model for all employees and associates. Our motto is "We value our employees and take care of them!"

### THE P-D-C-A CYCLE

The GG Safety Building adapts to necessities. This is ensured by using PLAN-DO-CHECK-ACT cycle.

### THE ROOF

The top of our GG Safety Building stands for our Zero Accident Vision.

## TOP MANAGEMENT / MANAGEMENT IS COMMITTED TO:

- Highlight significance of an effective Occupational Health & Safety Management System and to act as a role model for all leaders and associates.
- Ensure elimination/mitigation of occupational health and safety hazards and risks.
- Respond to and follow up on recommendations and improvements from employees until the risks are eliminated or mitigated at acceptable level.
- Implement applicable health and safety laws and other requirements, GG Group directives and work procedures.
- Provide training, share information, establish smart targets, measure and review health and safety performance and improvements.
- Release adequate resources for establishing, implementation, maintaining and improvement of Occupational Health & Safety Management System.
- Ensure that health and safety is considered in decision making processes at all management levels.
- Ensure that any visitors or contractors at site, are properly informed of any applicable safety rules.

## EMPLOYEES ARE COMMITTED TO:

- Understand and act in accordance with all applicable health and safety rules/procedures, and behave in a way that ensures health and safety of everybody involved.
- Identify present and potential unhealthy and unsafe conditions, report them to superiors, make suggestions and recommendations for improvement.
- Follow all applicable GG Health & Safety rules/directives/procedures.

This Occupational Health & Safety Management System will be reviewed periodically as a part of the management review process and is approved by Board of management.

### ARNO HASELHORST

Chief Executive Officer  
Chief Operations & Restructuring Officer

### HOLGER FASTABEND

Chief Sales & Technology Officer



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