

# Occupational Health & Safety Policy



**HEIDELBERGCEMENT**

We take our social responsibility seriously as we are convinced that a corporate culture based on employee-orientation and partnership will lead to the long-term success of HeidelbergCement. Therefore our commitment to occupational Health & Safety (H&S) is an integral part of all our business activities. We are continually working to improve our occupational Health & Safety performance throughout our Group.

We strive for zero risk of accidents, injuries and occupational illnesses by emphasizing prevention.

The Managing Board of HeidelbergCement has developed this policy to cover key roles and responsibilities and to describe main processes, tools, and key performance indicators.

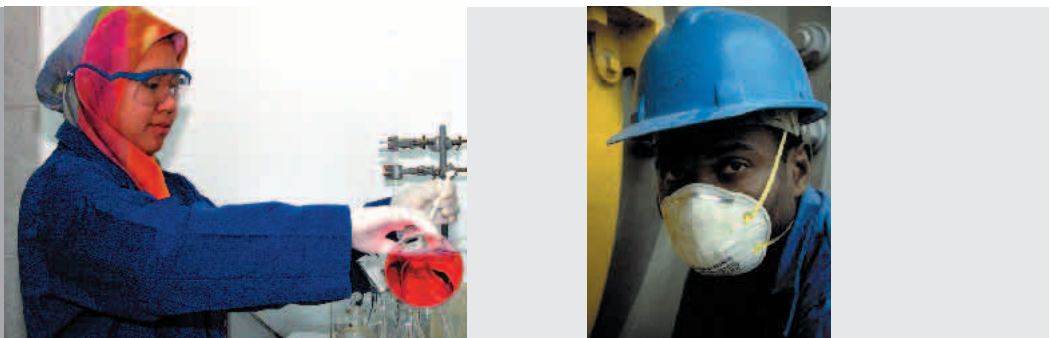
However, it is the responsibility and duty of each and every person to take care of Health & Safety measures, to follow all relevant rules, regulations and work instructions and to use appropriate personal protective equipment as required by applicable law.

The Managing Board

Heidelberg, September 2006

## Scope

This Policy is applicable as from now at all locations and operations of HeidelbergCement Group where we exercise management control.



## Commitment

In order to develop a positive Health & Safety culture throughout the Group we are committed to:

- Comply with all applicable local, regional, national and international legislation, rules and guidelines concerning H&S
- Manage H&S issues using appropriate occupational H&S Management Systems
- Report and analyse H&S data on a regular basis
- Continually improve H&S performance in our operations through risk assessments and related programmes to strive for healthy and safe working conditions for our employees
- Provide guidance and instructions on the handling of our products in accordance with applicable law

## Roles and Responsibilities

The Managing Board has developed this policy for Group Health & Safety matters. This policy will be implemented as follows:

- Group Human Resources will coordinate H&S issues at Group level and will be assisted by the Group Environmental Committee.
- Advisory teams will support country organisations.
- All line managers will implement this policy and will take the necessary actions as required by applicable law in their areas of responsibility. H&S advisers will provide technical support.
- All employees, contractors and subcontractors are responsible for operating in a safe manner to secure themselves and others affected by their actions.
- Visitors at our locations should comply with the local safety instructions and procedures.



## Tools

In order to improve safety performance we will use the following tools:

### Measurement

Together with other international cement companies in the Cement Sustainability Initiative (CSI), HeidelbergCement has developed guidelines for measuring and reporting of safety data. On this basis we have established the following Key Performance Indicators (KPI):

- Number of fatalities for own employees, contractors and third parties including a fatality rate for own employees
- Number of Lost Time Injuries (LTI) for own employees and contractors including a LTI frequency rate and a LTI severity rate for own employees

### Data collection and analysis

- Collect safety data in centralized databases and analyse them

### Reporting

- Report safety data to the Managing Board on a quarterly basis
- Publication of the annual HeidelbergCement H&S report on the Group intranet
- Reporting of serious accidents and fatalities, their causes and lessons learned through accident alerts.

### Actions

- Improvement of H&S performance by setting targets and corresponding action plans
- Exchange of knowledge via the Community of Practice homepage on the Intranet
- Co-operation in national and international associations and initiatives dealing with H&S issues



## Communication

We will inform the public regularly about our H&S performance (KPI) according to the common guidelines established by the Cement Sustainability Initiative (CSI) within the World Business Council for Sustainable Development.

HeidelbergCement is a founding member of the CSI.  
For more information, see on the internet the homepages of the World Business Council for Sustainable Development (WBCSD - [www.wbcd.org](http://www.wbcd.org)) and the Cement Sustainability Initiative (<http://www.wbcdcement.org/>)

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