

OH&S POLICY – Operational Health and Safety

Protecting the health of our employees and continuously improving safety in all workplaces is our ongoing concern.

Beyond the inherent dangers of our industrial activity and present in the production facilities and on the civil construction sites of our customers, new issues affect our Health and Safety policy. In fact, the medium-term obligation to drastically reduce CO₂ production requires us to reconsider traditional steelmaking processes, which can generate new risks. In addition, climate change, whose consequences are often catastrophic, can cause local crisis situations for exposed personnel. On the other hand, we consider that digitalisation will allow us to optimise and better target on-site interventions. All these factors, together with increasingly stringent regulations, require us to put in place a health and safety management system that includes:

- the elimination of hazards and the reduction of risks in our activities,
- compliance with all requirements to ensure safe and healthy working conditions,
- effective communication and transparency at all levels,
- specific in-depth training of the staff,
- and the implementation of appropriate procedures for managing emergency situations and crises.

Being also very concerned about the well-being of our employees exposed to professional and road stress, we have already undertaken actions such as the introduction of flexible working hours and telework, as well as offered the possibility of practicing sports activities.

Employees are constantly informed and asked to give their opinion and share information through our intranet site, toolbox meetings, health and safety day, risk assessments or site audits.

For this, we entrust to Anne Ferber and Teddy Quénée all authority to implement our Health and Safety policy and carry out the appropriate actions as part of a drive towards continuous improvement, with the participation and awareness of all employees.

Luxembourg, 2nd March 2020

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