SAFETY & OCCUPATIONAL HEALTH POLICY

Be S.A.F.E. First.*

Every incident is preventable. We believe zero incident is an objective we can achieve together.

We care for each other, including our colleagues, customers, contractors, and partners, and we want everyone back home safe each day.

Each employee is responsible for safety and plays a key role in identifying and mitigating hazards. This practice applies at work, at our customer sites, while driving or traveling, and in all that we do.

Our ambition is to be the standard for safety excellence worldwide, and to gain a competitive advantage out of it.

"Safety is a value that must never be compromised and is a condition of employment at Schneider Electric. We must all do our part. Each manager is responsible for providing a safe work environment and each employee is responsible for performing work in a safe manner to prevent occupational incidents and illnesses."
Jean-Pascal Tricoire

Our commitment to Safety & Occupational Health:

- **WE VALUE ENGAGEMENT AT ALL LEVELS**
  - We expect each Manager to role model Safety as defined in our Global Safety Strategy.
  - We empower employees to Act Like Owners, by having an active role with their personal Health and Safety.
  - We seek the views of our employees, their representatives and those working on our behalf, through consultation, including their participation in reporting and resolving safety improvement opportunities.
  - We start and sustain relationships with Suppliers, Contractors and Customers only under the condition that Safety commitments are agreed and met.

- **WE PROVIDE A SAFE WORK ENVIRONMENT FOR ALL**
  - We invest in resources and training to support our Safety & Occupational Health vision and goals.
  - We comply to external legal requirements and internal directives; we make decisions to assure conformance.
  - Safety is embedded into our business practices and is an integral part of all major decisions, from acquisition, product development, the launch of a business and change management.
  - We are determined to eliminate hazards and reduce risks.

- **WE COMMUNICATE IN AN OPEN AND TRANSPARENT MANNER**
  - We continually improve our Safety & Occupational Health Systems by benchmarking other leaders and by learning from our own mistakes.
  - We capture, analyze and communicate safety improvement opportunities, near-misses, and incidents in a systematic manner.
  - We create global action plans and share with all potentially impacted employees to prevent (re)occurrence.
  - We set Safety & Occupational Health goals and objectives, monitor performance and report our progress internally and externally.

*To be S.A.F.E. you must analyze your Self, your Activity, the Facility and the Environment.

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