



Evicor AG, Rothusstrasse.23, 6331 Hünenberg, Switzerland

## **OCCUPATIONAL SAFETY AND HEALTH POLICY**

### **Forward**

Evicor AG is committed to the safety and health of all our associates. This policies and procedures are established and intended to guide and direct all employees to work safely. All associates are encouraged to participate in developing, implementing, and enforcing Evicor AG Safety And Health Policy and Procedures. All associates must take all reasonable steps to prevent accidents and never sacrifice safety for expedience and the management of the Evicor AG will continuously improve Health management system. Our goal is to create a proactive culture eliminate and minimize hazards that can cause accidents.

### **Health and Safety Policy**

The goal of providing and maintaining a healthy and safe working environment, with a vision of continuous improvement. This goal is only achievable by fostering an enthusiastic commitment to health, safety and the environment within Evicor AG not limited to employees.

In particular:

- Management will strive to take all reasonable steps to reduce workplace hazards to as low as reasonably achievable and provide safe and healthy working conditions.
- Management is held accountable for the health and safety of all associates under their supervision. It includes responsibility for applicable training, appropriate follow-up on reported health and safety concerns, and implementation of recommended corrective action.
- Supervisors, employees and visitors are expected to perform their responsibilities in a safe and healthful manner, and are accountable for the health and safety of themselves.
- Evicor AG is committed to providing all necessary training and instruction to ensure that appropriate work practices are followed, and to promote their use off the job.

If necessary, Evicor AG will take disciplinary action where individuals fail to work in a healthy and safe manner, or do not comply with applicable Act or corporate policies and procedures. Health, safety, environmental protection and loss control in the workplace are everyone's responsibility. Evicor AG expects that everyone will join in our efforts to provide a healthy and safe work environment on an ongoing daily basis. Only through the dedication and efforts of all individuals can Evicor AG succeed in providing a healthy, safe working environment.

### **Responsibilities of employees**

One of our most important responsibilities is to protect health and safety of all Employ.

### **Duties of Employer**



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The employer is responsible for providing you with safe and healthy working conditions. This includes a duty to protect from violence, discrimination and harassment. All must cooperate with your employer in making workplace safe and healthy.

Employers have responsibilities to:

- protect own and co-workers health and safety;
- not initiate or participate in the harassment of another worker; and co-operate with supervisor and anyone else with duties under the Law.

Employer Rights:

- the right to know the hazards at work and how to control them;
- the right to participate in Occupational Health and Safety; and
- the right to refuse work which believe to be unusually dangerous. Employer may not be punished for using these rights.

### **Preventative action**

Preventative action is any action we take to avoid injuries or illness related to workplace conditions. We'll periodically conduct risk assessments and analyze workplace hazards to find out what could be causing employee harm.

Potential threats and dangerous situations include but are not limited to:

- Electrical infrastructure
- Noise/temperature
- Quality of air

This Occupational safety and health policy help to preserve the best possible work conditions for employees.