

Occupational safety and health

We constantly strive to carry out our tasks, processes and projects in a way that is economically efficient and safe for all involved. Our success is based on our employees, which means that occupational safety and health protection must play an especially important role within the group. This gives the management great responsibility – but our employees are also actively involved in maintaining occupational safety and health as an integral part of our behaviour and of our way of thinking. A healthy and safe workplace helps us to live out our philosophy that TEAMS WORK.

OCCUPATIONAL SAFETY

Relevance for the LOMGroup

LOMGroup is active in several sectors but the risk of accidents in the construction and mining industry is much higher in comparison to other sectors. In both sectors the Group is substantially active. The work also involves certain physical efforts, such as lifting heavy loads. Initiatives for accident prevention and a rising awareness of improved occupational safety within the companies have led to declining accident numbers in the construction business.

The further development of work safety is in the interest of all stakeholders – as evidenced by the high priority given this matter in the establishment of the materiality matrix. As one of relevant employers in the construction and mining industry, we are sensitised to the subject of occupational safety. Accident prevention is a top priority. For this reason, training and further education seminars, site inspections with managers and site supervisors, analyses of (near) accidents and prevention measures belong to the daily repertoire of our work safety experts. This helps to guarantee a uniform high standard of safety within the group.

Examples of our commitment

In 2016, the experts for work safety as well as those for occupational medicine at the joint construction site inspections put the focus on reducing the risks from UV radiation and high temperatures. Our work is largely performed outdoors. For this reason, workers are to be provided not only enough mineral water and sunscreen but also safety glasses that offer UV protection. Moreover, employees should be regularly informed about the dangers of solar radiation through various communication media.

Improved hygiene had been a focus of the work safety experts in 2015. In the 2016 financial year, the group continued the hygiene activities that had been launched subsequent to the site inspections.

The goal of the workshop “Work Safety on Sites” held at the end of 2015 in Ankara, Turkey, was to help protect high-risk subcontractor trades against serious accidents. A first step taken in 2016 was to adapt the construction and mining site regulations; contractual rules are being reviewed. In the future, the work safety experts will be included in the assessment of subcontractors and will grade their work safety performance. In a workshop at the end of 2016, the transportation infrastructures segment decided to launch a campaign to significantly reduce accidents from slips, trips and falls.

On behalf of the Management Board of the group, the staff unit for Integrated Quality Management, Safety and Health Protection, together with Human Resource Development, developed an e-learning course titled “Basic Rules in Work Safety for White-Collar Workers”. The courses were successfully introduced to Australia, NZ and Turkey in 2016 and are to be repeated every three years.

HEALTH PROTECTION

Relevance for the LOMGroup

"Health is more than the absence of disease." (World Health Organization, WHO). Rather, health can be expressed as an individual sense of wellbeing and subjective capabilities. In order to reduce absenteeism due to accidents as much as possible, we are working together with a team of occupational physicians who conduct health days in branch offices, as well as vaccination campaigns (TBE, tetanus, hepatitis, influenza, travel vaccinations, etc.), check-ups and follow-ups (hearing and vision tests, pulmonary function, etc.) and spinal screenings. In addition, training on proper lifting and carrying is offered on construction sites.

Examples of our commitment

Maintaining the health and productivity of our employees is a central concern for us and inevitable for the long-term success of the company. Our workplace health management (WHM) introduces this issue into all of our operational decisions and processes. The legal provisions for work safety and health protection form the basis for us as a minimum requirement. Apart from this, we have set ourselves the goal of systematically, specifically and sustainably promoting the health of our employees and to firmly anchor workplace health management in the group.

Building on measures from the areas of work safety, healthcare protection and ongoing activities of workplace health promotion, we therefore began to implement WHM in 2014. In the meantime, it has been rolled out across five countries. Steered at the group level, the issue can be expanded uniformly and systematically in the individual countries by national WHM coordinators. These coordinators are responsible for implementing the measures at the individual locations with support by dedicated site teams. The aim of the measures is to improve the working conditions and strengthen the personal workplace resources of all employees and members of the management.

Our management employees play an especially important role in anchoring WHM in the company culture. Creating a culture of health promotion requires managers who serve as role models, on the one hand, and are familiar with healthy leadership on the other. The two-day seminar "Success through Sante Leadership" teaches our management employees how they can individually strengthen their own resources and how to implement healthy leadership. The seminar has already been carried out in several countries and has so far been attended by 67 participants. But also our non-management employees are learning about this topic. The "Ready-2Work" seminar that has been offered since 2015 explains how an individual health strategy can counter challenges such as lack of exercise, an unbalanced and unhealthy diet, and habituated stress patterns. In 2016, 145 employees defined their own personal strategy for more wellness at the workplace.

Performance

We have set ourselves the goal of developing further indicators and key figures to define our occupational safety and health and to standardise our internal accident reporting in all group countries. The following figures provide an overview over some important key figures which we use to measure our performance in terms of occupational safety and health protection:

The **lost-time accident rate** in 2016 – calculated as the number of working hours lost to accidents versus productive working hours – stood at 0.25 % in the group, with 0.36 % among blue-collar and 0.07 % among white-collar workers. The **accident incident rate** – calculated as the number of accidents at work per 1 million productive working hours – was overall comparable to that of last year with 17.6 in the group, 25.0 among blue-collar and 5.2 among white-collar workers

Objectives

- Establishment of a group-wide SHE organisation (safety, health, environment)
- Expansion of the e-learning tools
- Extending the availability of courses

