

1.1 Health and Safety (H&S)

At LafargeHolcim we strive to create a healthy and safe environment for our employees, contractors, customers, and stakeholders. Nobody should get injured while working with or for us. Our goal is zero harm to people. To achieve this, we need the commitment of everyone.

Through our performance management processes, we ensure that every employee understands what she or he is accountable for, and what support they can rely on to achieve success. We aim to provide a safe and healthy work environment and also to work with employees and contractors to develop a culture that encourages both personal and collective responsibility for H&S.

We integrate H&S into all business processes and encourage a culture where concerns are raised and solved within the business unit and with the support of the H&S function.

Health and Safety is the an overarching value for LafargeHolcim and this means that every single employee and contractor who comes into contact with LafargeHolcim must know what to do to prevent a serious injury or fatality.



The Health and Safety Rules:

- Rule 1** I assess and control risks before starting any task.
- Rule 2** I only perform activities for which I am authorized.
- Rule 3** I never override or misuse health and safety devices, and I always use the required PPE.
- Rule 4** I do not work under the influence of alcohol or drugs.
- Rule 5** I report all incidents.

Living by these rules is a condition of employment.

Applicable LafargeHolcim Policy
 • Group Health & Safety (H&S) Policy

What does this mean for me?

? When arriving at your workplace you realize that a colleague is not using the proper tools for a task. What should you do?

No one is allowed to override or interfere with any safety provision (which includes risk assessments and using appropriate tools). You should therefore raise your concern with your colleague and ask if he needs your help to ensure the task is performed safely. !

? You arrive early at work one morning and see a colleague swallowing several pills together with a canned drink. Upon greeting your colleague in the cloakroom, you notice a slight smell of alcohol on his breath. When you ask if he has had an alcoholic drink, he tells you that he has not, and that it is just mouthwash. What should you do?

In order to make sure everyone is safe in the workplace, it is important that you raise your concern about your colleague with your supervisor or Human Resources. Your colleague may have a problem that he needs help with, and working while under the influence of alcohol or drugs can impair the safety of more than just himself. !

? You are aware of a H&S related incident in your organization and suspect that it has not been reported according to the rules. What should you do?

Ensure your supervisor is aware of the incident and confirm with her that the issue has been reported. If you are uncomfortable speaking directly with your supervisor about the issue, speak with your local H&S support, your local compliance officer, or one of the many other local resources at your disposal. If these avenues do not seem possible, this would be a good time to use the Integrity Line. !