

# HEALTH AND SAFETY POLICY

## Equans Switzerland

At Equans Switzerland, it is our priority to create a working environment in which all employees feel happy and safe. Health and occupational safety are key to our success and form an integral part of our corporate culture. Our goal is to maintain and support both physical and mental health. We promote health and safety awareness among all employees and actively involve them in the process of identifying risks in the workplace.

### OUR PHILOSOPHY

Our health and safety policy is a reflection of our professional integrity and underscores our sense of responsibility. The **physical and mental well-being of every employee** and all stakeholders have top priority across the company. Our managers serve as role models, while our employees look out for one another and help to foster a strong culture of health and safety. Together, we create an environment in which **health and safety** are ever-present – both at work and in our private lives.



### OUR VISION

Our vision, **to embrace health and safety as a shared responsibility**, means that all employees **internalise** our health and safety culture and **act** accordingly. This includes being proactive at all levels, identifying risks early and minimising them in a targeted manner. To ensure improved health, safety and efficiency across the company, we are continuously developing and enhancing our working methods. We strive to sustainably strengthen our health and safety culture and firmly embed it within our organisation for the long term.

### OUR GOALS

Our goals are clear: **we want to maintain and promote the mental and physical well-being of all our employees**. At the same time, we place great importance on ensuring a safe and seamless working environment in which **accidents are prevented**. This demands regular training and requires us to continuously raise awareness among the entire employee and supplier community. In line with our values – respect, cooperation, responsibility, pioneering work and service orientation – we create a strong awareness of health and safety in everyday life, both professionally and privately.



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