



Elior Group Workplace Safety Charter

Our Objectives

- To ensure that our employees leave work each day without injury or detriment to their health.
- To have safety as our number one agenda item in meetings and team briefings.
- To encourage a positive culture around health, safety and wellness.
- To protect our employees and sub-contractors in their place of work, and to insist upon this when in conflict with other goals.
- Together with our clients, we will always think, communicate and work to keep foremost the health and safety of our employees and our customers.
- To strive towards a workplace without incident or work-related disease, and to ensure that prevention is at the heart of achieving this.

Commitments

- Each Country to have a Health and Safety policy in place — which provides our commitment to communicating, implementing and maintaining a safe workplace in line with local legislation.
- Procedures — Ensure that all employees understand and apply the in-house safety rules and respect regulations.
- To ensure that all employees have the appropriate tools and equipment to do their work safely.
- To ensure that all employees receive appropriate training and guidance to allow them to undertake their work safely.
- To set clear and meaningful objectives for workplace safety.
- Where possible, to ensure that audits / risk assessments are correctly updated for all workplaces to minimize future risks
- Planning – where possible to ensure that audits / risk assessments are completed for new openings to minimize future risks.
- Investigations to be conducted to ensure that all serious accidents, incidents and near misses at work are analysed using the 5 Whys method (accident analysis) and in doing so allow us to identify the root cause and to put in place corrective actions.
- Subcontracting — Ensure that all contractors are fully aware of and can meet the organization's safety management obligations.
- Legislation – each country to comply with their country's legislation on work related safety.
- Accountability – Hold employees accountable for compliance of workplace safety.
- To strive towards continuous workplace safety improvement.