

OUR COMMITMENT TO OCCUPATIONAL HEALTH AND SAFETY

FM Logistic places people at the heart of its development and sustainability. Our values, managerial culture and the requirements that we set for ourselves in terms of well-being in the workplace are the embodiment of this commitment. The health and safety of our employees are absolute priorities.

Thus, we are committed to:

- > eliminating accidents in the workplace,
- > preventing occupational illnesses,
- > improving working conditions.



Objective: zero accidents.

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[APRIL 2019]





A WORD FROM THE CEO

“ The health and well-being of our employees are absolute priorities. I find it unacceptable that even a single employee is injured on the job. An accident is always one accident too many. We are determined to do everything in our power to eradicate accidents in the workplace, and prevent occupational illnesses. It is our collective responsibility. It's in everyone's interest that we all do our part to ensure that these commitments are upheld.

I am counting on each one of you to make FM Logistic a great place to safely live and work.

On behalf of the Executive Committee,
Jean-Christophe Machet

OUR OPERATING PRINCIPLES FOR OCCUPATIONAL HEALTH AND SAFETY

In practice, our commitments are embodied in the following principles:

- 01. Safety fundamentals defined by activity.**

These are the rules that apply to our activities. These fundamentals apply to everyone, without exception: employees, temporary workers, subcontractors, suppliers and visitors to our sites. They are issued to our employees and signed upon their arrival.
- 02. Safety fundamentals training for all newcomers.**

Safety training is repeated every two years, and a fire drill is conducted on a yearly basis.
- 03. Performance indicators to ensure that commitments are fulfilled.**

These indicators include the number of lost time accidents (including the number of serious accidents), frequency and severity rates, and the number of recognised occupational illnesses. A reference guide is available to specify the conditions on how to monitor these indicators. All accidents are reported in accordance with local legislation.
- 04. The causes of each accident analysed, and corrective actions implemented.**

The exchange of best practices between sites and activities is facilitated by the QHSE/SD (Quality, Health, Safety & Environment/Sustainable Development) organisation at country and Group level. Teams are encouraged to search for best practices outside the company, particularly among our customers.
- 05. Local reflection on preventing the emergence of occupational diseases.**

Ergonomic approaches and technical and organisational solutions to reduce hard working conditions have been put in place to promote preventive healthcare and improve working conditions.
- 06. An organisation in place to support the company's health and safety commitments.**

QHSE/SD managers assess risks and define preventive actions. The managers are in charge of deploying the programme and ensuring the involvement of all employees. Senior management steers the integration of these commitments within local policies and monitors the achievement of the objectives. Each site has a safety officer.
- 07. Regular evaluation through internal or external audits.**

Self-assessment makes it possible to identify areas for improvement and where continual improvement should take place. External certification such as ISO 45001 is encouraged to provide our customers with additional guarantees of our health and safety performance.