

Corporate Instruction 1085

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*This policy is published in English, German and Chinese.
In case of doubt, the English version shall prevail.*

Corporate Instruction 1085: Occupational Health and Safety

This Corporate Policy emphasizes the priority to act according to the occupational health and safety standards within GF Corporation. This policy applies to all GF subsidiaries that are part of the worldwide group of GF as well as contractors, third parties and part-time workers.

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1. General

The Georg Fischer (GF) Corporate Instruction 1085 on Occupational Health and Safety (OH&S) is the foundation on which the Corporation base its occupational health and safety management system. Implementation of this policy is global.

In case of differences between this policy and local law or regulations, the more stringent requirements apply.

This policy includes the [GF Safety Standards](#), as it is a binding guideline on implementing a comprehensive OH&S management system. These standards include information on regulations as well as organizational, personnel and technical measures designed to make working practices as safe as possible.

2. OH&S management systems

GF is committed to establish, implement and maintain a management system according to the ISO 45001 standard requirements, eliminate hazards and minimize OH&S risks, and address nonconformities associated with its activities.

All production companies integrate occupational health and safety aspects in their management systems and certify these according to recognized standards (generally, ISO 9001 (quality), ISO 14001 for environmental protection and ISO 45001 for occupational health and safety) as well as GF's environmental and [occupational health and safety standards](#).

Newly founded or acquired companies are to be certified at the latest within three years from the start of production or the change of ownership.

The remaining companies (mainly sales companies) not part of the above requirements must comply with the local legal requirements and implement any Corporate/Divisional occupational health and safety initiatives.

Consistent with GF's OH&S Policy, the intended outcomes of its management system include the continual improvement of OH&S performance, fulfilment of legal requirements and other requirements, conduct and review risk assessments, and the achievements of OH&S objectives and targets.

Report and investigate incidents, analyze root causes, and implement corrective actions.

The management system requires contractors to comply with GF's OH&S standards, are pre-screened for adhering to safety performance and risks, comply with OH&S guidelines as part of their contractual agreement with GF, and monitor and reports incidents to GF.

3. Roles and responsibilities

GF believes a safe and healthy workplace is created through the combined efforts, consultation and participation of management and employees. Establish an OH&S Committee to facilitate this cooperation, participation, and support with the goal to prevent injuries and illnesses, eliminate hazards, and reduce risks.

Management is responsible for:

- establishing and maintaining the occupational health and safety system
- ensuring compliance with GF's Standard for Occupational Health and Safety
- appointing an OH&S Management Representative
- enabling the annual internal review of the OH&S management system
- providing resources to support this commitment
- ensuring external assurance of the OH&S management system
- holding Line Management accountable for the implementation of the OH&S management system

Line Management is responsible for:

- ensuring employees understand and comply with safe work practices and procedures
- maintaining a safe and healthy work environment

Employees are responsible for:

- taking care of their own safety and other's safety
- abiding by the rules and regulations as defined
- actively participating in the continual improvement and maintaining a healthy and safe work environment by applying the procedures and practices

4. Standards for OH&S

GF's OH&S goal is to have no accidents at work and no work-related illnesses. This can be achieved when everyone takes responsibility for their own safety and that of others.

The standard for OH&S is a binding guideline for safety and health within GF. It outlines organizational as well as technical and personal measures in detail to make working practices as safe as possible.

Attachment

[GF Safety Standards](#)

5. Disclaimer

This Corporate Instruction is subject to change and does not constitute the base for any claims by any employees or third parties with regard to Georg Fischer Ltd or any of its corporate subsidiaries.