

WORKPLACE SAFETY AND HEALTH

Employee health and safety are key concerns for Datwyler. This is why the management assigned a high level of importance to this topic in the materiality analysis and placed it in the 'Strategic focus' category accordingly.

Datwyler is pursuing a vision of accident- and injury-free production plants and distribution centres. This is why the Group and those responsible under the Code of Conduct are committed to ensuring a safe and healthy working environment and providing employees with regular training. This applies to the technical planning of workplaces, facilities, and processes, and also to safety management and people's individual behaviour as they go about their day-to-day work.

Accident-related absences within 'good practice' standards

Given that the Sealing Solutions division is involved in the industrial manufacture of elastomer seals, the risk of accidents is higher than at the Technical Components division, which operates as a high-service distributor. This difference in the potential risk was also evident in the 2018 reporting year, with the trade-based side of the business recording only 25 days of absence due to workplace accidents. The equivalent figure for the Sealing Solutions division was 2'156 days' absence. Expressed per full-time equivalent, this figure equates to 0.28 days' absence for the year as a whole at Group level (prior year 0.23). This figure is slightly above the Datwyler target of 0.25, which is the 'Good Practice' benchmark set by SUVA, the Swiss Accident Insurance Fund. A bigger concern than accident-related absence is

absence due to illness. Days of absence due to illness for the Sealing Solutions division amounted to 38'086 in the reporting year, with the Technical Components division clocking up 11'333 days. At Group level, this equates to 6.44 days' illness per full-time equivalent (prior year 6.15). This value is still above the medium-term Datwyler target of four days of absence due to illness a year per full-time equivalent. Lengthy individual periods of absence tend to distort the average. The data covers all Datwyler Group employees at all sites, including temporary staff.

Audit and production system at Sealing Solutions

At the Sealing Solutions division, an overall Environment Health and Safety (EHS) Manager is responsible for coordinating issues relating to workplace safety. This person is supported by a dedicated EHS officer at each plant. Regular audits at the 18 production plants help raise awareness among the management and employees. The overall EHS Manager also records the findings from audits and individual accidents in a central database so all plants can learn from each other. With the integrated Datwyler Production System, workplace safety becomes an integral dimension of the drive for operational excellence (see also page 12 of the 'Sustainable quality products' text).



Datwyler provides safe and healthy workplaces.

KEY POINTS IN BRIEF

- **Regular** audits and training courses help raise awareness of workplace safety among the management and employees.
- **In** the reporting year, Datwyler recorded 6.44 days' absence per full-time equivalent due to illness and 0.28 days' absence per full-time equivalent due to workplace accidents.
- **Objectives:** 0.25 accident-related days of absence a year per full-time equivalent and four days of absence due to illness a year per full-time equivalent.