



Life Energy Motion

LEM Group Health and Safety Policy

As a leading company in electrical measurement, LEM engineers the best solutions for energy and mobility, ensuring that our customers' systems are optimized, reliable and safe. Safety is a fundamental part of the LEM Group strategy.

SCOPE

This Health and Safety Policy applies to all prospective and current employees of the company as well as external people on any LEM site (e.g., volunteers, contractors, consultants).

MANPOWER AND HUMAN FOCUS

Leaders and staff contribute actively to the principles of the safety policy and work to maintain a high level of awareness and know-how of all safety-related aspects.

SAFETY MANAGEMENT SYSTEM

We require an effective safety management system at each PDC to assure that risk identification and mitigation is at the heart of our management approach. Our ambition is to prevent fatalities, occupational diseases and injuries at work.

Highest management level follows data on the number of incidents and accidents reported for each PDC.

MANAGEMENT

Management is accountable for preventing workplace incidents, injuries and illnesses. It will provide top-level support of safety program initiatives and will consider all employee suggestions for achieving a safer and healthier workplace.

SUPERVISION

Supervisors are responsible for training workers with safe work practices. They must enforce company safety rules and work to eliminate hazardous conditions. Supervisors shall lead safety efforts by example.

SAFETY COMMITTEE

The safety committee includes employer and employee representatives who are responsible for recommending safety and health improvements in the workplace. The committee is also responsible for identifying hazards and unsafe work practices, encouraging incident prevention and helping the company evaluate the accident and illness prevention program.

EMPLOYEES

All employees are expected and encouraged to participate in safety and health program activities including the following: reporting hazards, unsafe work practices and accidents immediately to their supervisors or a safety committee representative. They are expected to wear required personal protective equipment; and participate in and supporting safety committee activities.

CONTRACTOR SAFETY MANAGEMENT

Anyone on LEM premises, including contractors, must comply with the same safety requirements as our direct employees, and need to meet our safety training standards.

We expect every individual – employee or contractor – to take responsibility for their own safety, and for the one of their colleagues.

DISCIPLINARY CONSEQUENCES

Employees should follow health and safety instructions and will be held accountable when they don't. Disciplinary actions will be taken, if necessary, that may reach employment when employees consistently disregard health and safety rules.

It is everyone's responsibility to contribute to a healthy and safe workplace.

Geneva,



Frank Rehfeld

Chief Executive Officer