

# HEALTH AND SAFETY AT WORK

The Prysmian Group is as committed as ever to protecting the health, safety and well-being of its employees at their places of work. The objective is to promote activities that take increasing account of health, safety and well-being topics, both within and outside the working environment.

Although not necessarily required by local legislation, the Group has established education and training programmes on such topics as safety at work, first aid, the fire prevention regulations, the consequence of alcohol and drug abuse, and environmental issues.

In the conviction that rules, training and information play a key role in the fire reduction strategy, the Group codifies with Operating Instructions and other tools the precautions to be taken during the most significant phases of work. Active steps are also taken to ensure compliance. The residual risk is then calculated for each significant phase of work and the necessary measures are defined in order to minimise it.

In order to spread this culture at grassroots level, Prysmian delivers ad hoc training at operational level on such topics as environmental issues and the management of chemicals, the management of chemical and electrical risks, waste management etc. Similar attention is also paid to the safety of machines and installations, both during construction and at the maintenance stage. A spotlight is placed on the personal protective equipment allocated to each worker in order to mitigate the residual risks associated with the work performed. In order to ensure a concrete and systematic approach to safety, the Group adopts the OHSAS 18001 health and safety management system, which is being applied at all production locations.



Increase in OHSAS 18001 certified sites in 2014:  
From 49% to 59%

Partly to ensure compliance with current regulations, the HR functions at country level prepare training plans for their personnel and determine specific training paths for the various categories of worker, depending on their roles, duties, levels of responsibility and working environment. The commitment to health and safety was reinforced once again during 2014, via the coordination of central and local activities under the guidance of the HSE function. At the start of the year, HSE gathered, analysed and shared with top management the results achieved in 2013 and the performance of the Group and each Country/Geographical Area, determined with reference to relevant indicators (total number of events involving the loss of work and related 'Frequency Indicator').

Based on technical assessments and taking account of the changes already made and local needs, the ESC committee (Environment and Safety Committee) identified areas for improvement and established the related objectives for 2014. In order to support local functions and guarantee the achievement of this objective, the Prysmian Group took a number of important steps during the year to involve various levels within the business, including:

- strengthening the safety leadership at local level, starting from the executive functions, in order to increase the awareness of all personnel about their responsibilities for safety at work: trial sessions were carried out at a number of affiliates in 2014 and work will continue throughout 2015. These specifically designed sessions describe the approach adopted by Prysmian, the training and practical tools available and the commitment required from, in particular, the employers and all business functions who, as managers, supervisors or coordinators, can contribute to the gradual modification of safety behaviours;
- making more effective and accepted the process of analysing events and defining corrective and preventive actions: in the case of serious accidents, analysing the causes in detail, both in order to contribute to the management of the cases concerned and to identify from them ideas for the prevention of repetitions at the Group's other operating units;
- continuation of training on specific safety topics: a number of distance training sessions were held (via the web) during the year, together with a number of classroom sessions, in addition to all the local training courses carried out at each affiliate or operating unit;
- continuation of support for the HSE functions at Country/Geographical area and unit level in implementing their health and safety management systems and assessing the safety aspects of new investment: about 15 safety audits were carried out during 2014, including 5 pre-audits designed to check directly the compliance of local systems with the Group's rules and regulations, and assess their suitability for certification.
- In the final analysis, the Group's priority objective is to reduce accidents. As measured by the IF rate (OHS LTA), this was achieved well during 2014. A further reduction in the rate of at least 5% is expected in 2015.

With regard to professional illnesses, prevention and monitoring activities are organised using suitable tools at local level in order to improve their effectiveness; the HSE function is responsible for establishing the related guidelines and action points.

Accidents are also monitored with reference to other parameters, such as their seriousness considering days absent from work.

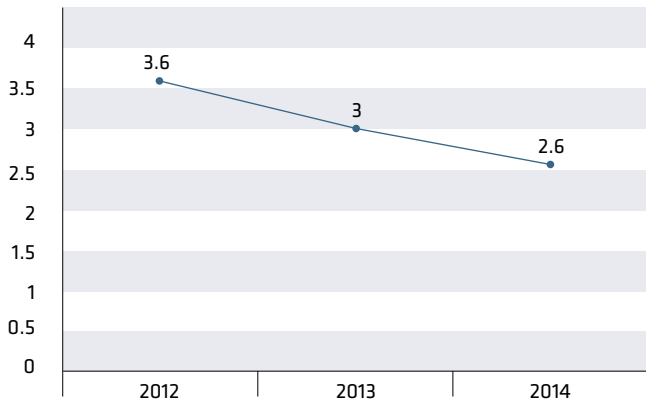
Analysis of the reasons for accidents and near-accidents

shows that the majority of accidents with loss of time worked relate to cuts or injuries to fingers linked, respectively, to the movement of drums and to the cutting and stripping of cables at the machine set-up stage.

### NEW MILESTONE IN THE FIELD OF SAFETY AT WORK

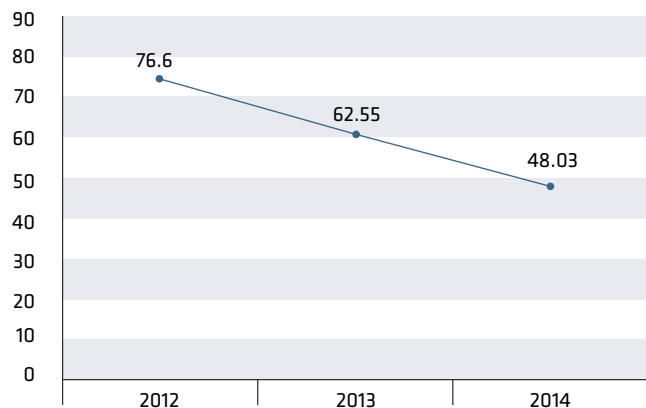
On 6 January 2014, the fibre plant in Eindhoven, Netherlands, reached a fundamental milestone in worker safety: 730 days since the last Lost Time Accident (LTA).

#### FREQUENCY RATE\*



The frequency of accidents has fallen steadily over the years, declining further at Group level during 2014. In particular, the rate has decreased from 3.6 in 2012 to 2.6 in 2014.

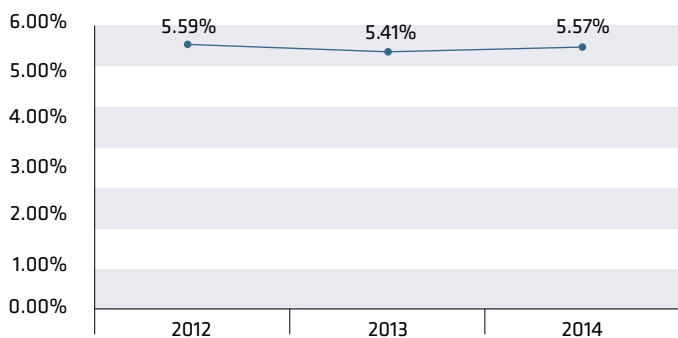
#### SEVERITY RATE\*\*



The severity of accidents at work fell at Group level in 2014, as it has done over the years.

In particular, the rate has decreased from 76.6 in 2012 to 48.03 in 2014.

#### ABSENTEE RATE\*\*\*



As in prior years, absenteeism at Group level remained stable at around 5%.

\* Frequency rate: (Total number of accidents with loss of work \* 200,000) / Hours worked.

\*\* Severity rate: (Number of days lost / Hours worked) \* 200,000

\*\*\* Absentee rate: Total hours of absence / Total workable hours. 2012, 2013 and 2014 do not include the factories at Sicable (Ivory Coast) and Arco Felice (Italy). In addition, 2012 does not include the factories at Sorocaba Boa Vista and Sainte Genevieve.