

# Safety and Health Policy

## Commitment and Principles

Safety is a fundamental value of Schindler. It is implicit in our products and services and in the way we work. We do not compromise on the safety and health of those who work for our business. We believe that all injuries, work-related illnesses and accidents are preventable, and we strive for the highest standards of safety and health performance.

Our safety culture is based on prevention, hazard awareness, continuous improvement and compliance with carefully-developed procedures. Through this culture we will make rapid progress in our performance. By the nature of our business, most of our people work independently: hence the safety culture will only be fully effective when each one of us personally and instinctively adopts and conforms to it.

All group companies in the elevator and escalator business shall comply with applicable law, this Policy and the Group Safety Standards. They may implement additional measures to meet specific identified risks if justified.

## Responsibility

**Each employee** is responsible for the safety consequences of what he or she does or fails to do. Each of us shall maintain a high level of safety awareness at work, comply with all applicable safety rules and work instructions, promptly report all accidents, safety incidents and unsafe conditions to our supervisor, warn those who might be at risk from hazards where we are working, and where possible protect them from these hazards until the risk is no longer present.

**Line managers**, at all organizational levels, have direct responsibility for implementing this policy and Group Safety Standards as they apply to their areas of responsibility. They train, communicate, reinforce, ensure compliance and lead by example. They establish goals, measure results, implement improvement plans and hold themselves and their people accountable for performance. The JSG Executive Committee is additionally responsible for the periodic review and approval of this policy and the Group Safety Standards.

**Safety and Health specialists** are expert advisors to line management on safety and health issues. They may be assigned responsibility for specific elements of the safety and health system and initiatives, without diluting the overall responsibility of line management.

**Other functional specialists** (for example in product line management and research and development) are responsible for ensuring that their work output fully reflects the requirements of this Policy, the Group Safety Standards and applicable law.

## Participation and Consultation

Jardine Schindler (Thai), JST shall encourage and develop an on-going commitment to health and safety through open communication and consultation with all employees and stakeholders.

Safety Councils and/or Committees shall be set up appropriately in the organisation with the mandate to:

1. Ensuring all employees and stakeholder are adequately informed and involved in safety issues.
2. Facilitating a commitment to health and safety improvement and promote employee participation in achieving the right safety outcomes.
3. Effect early hazard identification and control.
4. Conduct regular and effective committee meetings covering applicable aspects of Schindler processes.
5. Developing and monitoring training, competence and risk management.



Suwanna Kongkanjana  
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June 2022

