
CALJAN RITE-HITE

Occupational health and safety policy

CRH DK attaches great importance to the safety, health and well-being of its employees and has implemented an Occupational Health & Safety Policy applicable for the entire workforce in CRH DK.

The purpose of the Occupational Health & Safety Policy is among others to ensure that occupational health and safety is integrated as a natural part of daily routines both when it comes to management and the individual employee.

The purpose of CRH's occupational health and safety policy is:

- to ensure Health & Safety at Work Act and regulatory compliance.
- to complete work place evaluation.
- to ensure a healthy and safe physical and mental working environment in order to prevent injuries and illness at work .
- to avoid reportable work accidents by analyzing and follow-up on near-accidents.
- to implement actions to avoid recurrence of accidents and near-accidents.
- to ensure that each employee knows and meets his or her responsibility when it comes to own and colleagues safety.
- to ensure that the management gives priority to safety and work environment.
- to bring into attention that a safe and good working environment is a joint liability.

To secure good working environment and high level of safety, CRH will

- plan and continuously improve the work flow in order to avoid unnecessary processes and occupational stress.
- ensure open dialogue/communication between the management and employee(s) e.g. during the annual appraisal interviews and regularly recurring satisfaction survey.
- initiate steps to encourage the physical health and well-being of the individual employee.
- analyse and follow-up on near-accidents.
- identify causes for absence due to illness, and follow-up on agreements concluded at health interviews.

- maintain a direct cooperation with CRH's Safety Organization and The Danish Working Environment Service in order to determine the work environment and also to continuously make risk assessments .
- to motivate the individual employee to take an active part in improving work environment and safety.

To secure a good working environment each employee is expected to:

- be aware of his or her own part in creating a good working environment.
- back-up and support his or her colleagues.
- observe the safety regulations and also report any depart from the rules and near-accidents.
- take responsibility for own and colleagues safety and thereby take an active role in preventing workrelated injuries, accidents and illnesses.
- organize tidy conditions at own work place and in own area.
- contribute to open communication and flexibility.