

Steel
Packaging Steel



Company policy: Occupational safety and health, plant safety, environment and energy

thyssenkrupp

Safety and health in the workplace are top priority for us

Occupational safety and health play a key role in our company. Our objective is to prevent accidents, work-related illnesses, and physical and psychological strain at work. We use our integrated management system to support and promote the health and personal skills of each and every employee in a sustainable way. We provide each one with the skills and knowledge to lead a healthy and safety-conscious work life and lifestyle. We utilise all of the options within our company to integrate any employees whose ability to work may have changed.

Protection of the environment and climate and energy efficiency are important corporate objectives for us; we promote environmentally-friendly and energy-efficient products and production processes

thyssenkrupp Rasselstein GmbH is a state-of-the-art, future-led company with great material expertise. When we develop new products and production processes we focus on occupational safety and health, protecting the environment, and conserving resources. Processes are continuously improved in an ecological, economical and socially appropriate manner to protect our employees and partners from any foreseeable hazards, to minimise environmental impact, to conserve energy and resources, and to protect the diversity of the natural bases of life.

Everyone is responsible for occupational safety and health, health promotion, environmental protection, energy efficiency and the conservation of resources

Our managerial staff and employees play a huge part in occupational safety and health, and health promotion, environmental protection and using energy and resources carefully. By regularly providing our managerial staff and employees with training programmes and exchanging information with our partners, we motivate and enable them to proactively contribute to implementing and improving our objectives for occupational safety and health, health promotion, and protecting the environment and climate.

We observe our legal obligations and other requirements

We systematically investigate the occupational safety and health risks and the environmental and energy aspects involved in our activities. In particular, this encompasses the areas of processes, ergonomics, psychological and physical strains, waste and recycling, air, noise, energy, ground, water, nature conservation and biodiversity. In this context, risks are identified and measures then taken to avert any disruptions which would have adverse effects on the health of our staff and our environmental and energy performance. By assuming responsibility for our own actions and making regular assessments, we ensure that legal regulations and other requirements are observed. It goes without saying that we actively manage the consequences of failure to comply with regulations.

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We engage in open dialogue

To create transparency and a common understanding of our occupational safety and health, environmental and energy issues, we engage in constructive, ongoing dialogue with state institutions, non-governmental organisations, and the public.

We practise the following binding principles of action in the individual subdivisions:



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Occupational safety and health

- We aim to have zero accidents.
- We are consistent role models.
- We will not undertake any work that cannot be completed safely.
- We do not ignore, we respond.
- We treat also external companies like ourselves.
- We want to maintain and promote the health of our employees.
- We create healthy work conditions.
- We promote the individual's health.
- We integrate employees whose ability to work has changed.



Plant safety

- The protection of our employees, partners and the environment from the risks and hazards presented by our facilities has top priority over all other corporate objectives.
- We regularly upgrade our employees' training.
- We review our implementation of corrective and preventive measures.



Environmental protection

- We identify which of our business activities have an essential impact on the environment and are committed to continuous improvement.
- We are committed to preventing environmental pollution.
- We comply with the law of the land.
- We create awareness of environmental and safety issues.
- All personnel who work in our organization or act on its behalf are covered by our environment, safety and energy policies.
- We provide facts and figures for the public's information.

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Energy management

- We are committed to reducing energy consumption.
- We aim to increase the energy efficiency of our equipment continuously.
- Every member of staff is accountable for their actions and has a duty to adopt energy-conscious practices.

thyssenkrupp Rasselstein GmbH's existing systems for management of occupational safety and health, environmental protection and energy were established in compliance with the standards BS OHSAS 18001, DIN SPEC 91020, DIN EN ISO 14001 and DIN EN ISO 50001. Due to the close relationship between the management systems and similar standardized structures, the four areas will be handled jointly within the integrated management system in future.

The integrated management system ensures that policy in the four areas will be implemented in the form of concrete objectives and management programmes within the bounds of economic possibilities. It will be introduced, implemented, documented and maintained at all corporate levels. The corporate policies on safety, health, the environment and energy are reviewed at least once a year and, if necessary, adapted accordingly.

Corporate policy and the binding principles of action contained therein apply to the following companies and their employees:

1. thyssenkrupp Rasselstein GmbH, Koblenzer Straße 141, 56626 Andernach
2. Rasselstein Verwaltungs GmbH, Rasselsteiner Straße 101, 56564 Neuwied

The Works Council welcomes and supports the company activities regarding management of occupational safety and health, environmental protection and energy, and system safety for the benefit of all employees and partners.

Andernach, April 2017

Board of Directors

Works Council

Dr. Biele

Hoffmann

Micken

Dr. Pullen

Stenz

Appendix

Principles of Action

Principles of Action for Occupational Safety and Health



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The following occupational safety and health principles are pursued at thyssenkrupp Rasselstein GmbH in compliance with thyssenkrupp AG's Management Manual for Occupational Safety and Health and thyssenkrupp Business Area Steel Europe's OSH master plan:

- **We aim to have zero accidents**

The occupational safety and health objectives are pursued jointly by the Board, managers, Works Council and staff. Continuous improvement processes aim to maintain a sustainable safety culture.

- **We are consistent role models**

Prevention of injuries and work-related health hazards as well as the design of the working environment are a management task, particularly in the context of delegated responsibilities and duties.

Targeted risk prevention is achieved by a change in attitude and behavior with a clear focus on the development of new patterns of perception founded on the principle of benevolent responsibility for each other and continuous improvement. The instrument for establishing this new safety culture is the attitude and behavior process "EVprocess A", which applies at all organizational levels with the aim of creating a community that shares responsibility for safety.

- **We will not undertake any work that cannot be completed safely**

All employees are responsible for themselves and their colleagues, and are committed to contributing to occupational safety and health to the best of their abilities. The "Red spot on crane systems" concept (a red spot indicates suspended loads) will continue to be rolled out. Tests on distance warning systems on forklift trucks and mandrel carts are also in progress. In support of this, the WE Stop! card will be made available to every employee and partner authorised to stop dangerous actions and conditions in the thyssenkrupp sites.

- **We do not ignore, we respond**

By adopting forward-looking messages, the organizational and technical aspects of occupational safety and health are continuously improved.

The instrument for making employees aware of potential everyday risks is the permanently installed „Experiencing danger“ occupational safety course. Here the participants experience specific danger situations under realistic working scenarios involving stumbling, slipping, falling and lifting loads, for instance.

- **We treat also external companies like ourselves**

The same safety standards as for own employees apply to the personnel of partner companies. This is taken into account in selecting and working with partner companies. The change in the safety culture will be communicated outwardly by the safety audits performed jointly at partner company premises. “Quick checks” also aim at increasing safety standards at construction sites.

- **We want to maintain and promote the health of our employees**

To maintain the health of our employees we take into account physical, psychological and social aspects to equal extent. In pursuit of continuously improving work conditions, we use committees such as the Occupational Health Council and health teams to involve all relevant parties within the company. By offering health promotion and guidance on the issue of “career and family” we ensure that individual factors are taken into account.

- **We create healthy work conditions**

We attach great importance to the creation of health-focussed working and organisational conditions. With the help of different analytical tools, we systematically investigate the relevant stress factors, continuously working on improvement with the involvement of employees. To this end, we use the tools “Integration of people with disabilities into the working world” (IMBA), staff questionnaires and “Assessment of work content, work organisation, staff management and social relations” (BAAM), and health audits as needed.

We promote health-focussed managerial conduct through basic qualification and regular follow-up training on OSH topics. Managers are consequently provided with the skills to establish healthy work conditions. We counter social conflicts using tools such as coaching and mediation.

- **We promote the individual's health**

The comprehensive medical examination not only allows work-related, but also individual health risks to be identified and provides the employees with specific advice on healthy action. In the process, we cooperate with different external bodies, such as physiotherapists, psychologists, psychiatrists and German Pension Insurance (Deutsche Rentenversicherung) in Rhineland-Palatinate. Our employees’ health expertise is promoted via health modules in subject-led group work and health workshops within company training with focus on target group requirements.

- **We integrate employees whose ability to work has changed**

Company Reintegration Management (BEM) is a cornerstone of our company health management. In the case of incapacity for work of longer than four weeks, the employee concerned will be offered a consultation with the company medical officer above and beyond minimum legal requirements in his or her ‘welcome back’ meeting. In complex BEM cases, we support the employees with fitness for work coaching; a skills-matched job can be found using the IMBA profile comparison system.

Action Principles of Environmental Protection



thyssenkrupp Rasselstein GmbH's environmental policy has been developed in compliance with the thyssenkrupp Group's guidelines on environmental and energy management and is implemented by means of the following overarching Action Principles:

- **We identify which of our business activities have an essential impact on the environment and are committed to continuous improvement**

thyssenkrupp Rasselstein GmbH is committed to identifying, assessing and documenting the essential impact and hazards presented by the company's activities and products on the environment and to continuous improvement.

- **We are committed to preventing environmental pollution**

The company is committed to preventing environmental pollution and taking precautions to prevent and limit any incidents which might damage the environment and to implement special procedures to keep environmental impact and other hazards to the minimum possible. This includes in particular:

- Waste avoidance and the eco-friendly disposal of waste.
- Sparing use of energy, materials, air, water and ground.
- Monitoring and measuring compliance with the statutory environmental regulations.
- Development of a concept for an emergency/collecting tank.

- **We comply with the law of the land**

Environmental safety is an integral part of all our operational procedures and is incorporated right from the start – even at the planning stage – into technical, economic and social responsibility considerations. This includes observing the relevant legislation, directives, provisions and operational regulations covering these areas. We cooperate with the authorities and external personnel openly and in a spirit of trust. This also applies to preventive hazard control.

- **We create awareness of environmental and safety issues**

thyssenkrupp Rasselstein GmbH creates and promotes environmental and safety awareness among all its employees. In the course of this, the company will develop a water footprint.

- **All personnel who work in our organization or act on its behalf are covered by our environment, safety and energy policies**

All suppliers, contractual partners and customers who work on company premises are covered by our current environment, energy and safety policies. We aim to engage capable contractors for our business activities with impact on environment, energy and/or safety.

- **We provide facts and figures for the public's information**

thyssenkrupp Rasselstein GmbH provides the public with the facts and figures necessary to gaining an understanding of the environmental impact and hazards of the company's activities and products.

Action Principles of Plant Safety



thyssenkrupp Rasselstein GmbH's Action Principles of Environmental Protection are further supplemented by the Action Principles of Plant Safety listed below:

- **The protection of our employees, partners and the environment from the risks and hazards presented by our systems has top priority over all other corporate objectives**

In order to provide the best possible protection from hazards for our employees, the standard of safety technology is consistently maintained and continuously optimized by means of a suitable safety structure and by selecting plant and equipment accordingly. This includes in particular:

- New sections and/or modifications of plant are planned systematically, professionally installed and operated by trained personnel.
 - The handling of hazardous substances is governed by technical and structural measures so that malfunctions in designated operations and incidents that impact on personnel, local community and environment are kept to the minimum possible.
 - All the safety features incorporated into our plant and equipment are secured against interference in the event of unauthorized access to our premises.
 - Environmental hazards are covered by malfunction precautions.
 - A preventive service and maintenance program is scheduled for plant components that are significant for safety.
 - The safety report will continue being compiled within the sustainability concept.
 - Development of emergency and crisis management is ongoing.
- **We regularly update our employees' training**
We train and instruct our employees regularly in issues of plant safety, preventing malfunctions and hazard control, in particular for new staff und reassigned staff.
 - **We review the implementation of corrective and preventive measures**
Safety walkabouts are regularly conducted in operational areas in order to identify deficiencies and areas of weakness and to check on the implementation of corrective and preventive measures where deficiencies and areas of weakness have been identified.

Action Principles of Energy Management



thyssenkrupp Rasselstein GmbH's Action Principles of Environmental Protection are supplemented by the following Action Principles relating specifically to Energy management:

- **We are committed to reducing energy consumption**

thyssenkrupp Rasselstein GmbH is committed to reducing its actual energy consumption in the long term and to increasing its energy efficiency in a process of continuous improvement.

An energy management system conforming to DIN EN ISO 50001 is operated with a view to fulfilling these aims. All the requirements of this standard are correctly met and the processes are continuously improved.

- Natural fuel resources are limited and thyssenkrupp Rasselstein GmbH takes a responsible approach in utilizing the energy generated.
- **We aim to increase the energy efficiency of our equipment continuously**
thyssenkrupp Rasselstein GmbH plans its investments with a view to maintaining and modernizing its plants and equipment in order to improve their energy efficiency and ensure that progress is made.
- thyssenkrupp Rasselstein GmbH constantly strives to use energy more efficiently, either by reducing energy consumption or by making better use of the energy consumed.
- thyssenkrupp Rasselstein GmbH seeks to strengthen its future competitiveness by implementing research and development measures to increase energy efficiency.
- **Every member of staff is accountable for their actions and has a duty to adopt energy-conscious practices**
All employees are accountable for their actions and have a duty to adopt energy-aware practices. All employees are encouraged to be innovative and supportive in respect of energy efficiency initiatives.
- The energy policy also applies to external personnel and companies.
- Energy management factors are integral to all the decisions taken in the company.