



Health and Safety at work, a commitment shared by everyone.

At Opel, we live values that return people home healthy: every person, every site, every day.

Our vision is to eliminate occupational fatalities, disabilities, injuries and illnesses for every individual working for the Group: employees, temporary employees, and contractors. It is the way we see our human responsibility, sustainable growth and business efficiency.

Our strategy is based on:

- **Protecting people** – through implementation of the Occupational Health and Safety System with highest demands regarding workplace ergonomics
- **Engaging people** – Foster an environment in which each stakeholder owns their and each person's safety
- **Promoting Health and Wellbeing** to support and enhance an engaged and motivated workforce

This requires the commitment of every member of Opel (executive, manager and employee) in the application of this policy. Success can only be everyone's, not that of a few.

Therefore, every action and decision shall be taken while systematically assessing and managing risks.

Three behaviours must light our path:

- **Setting an example:** role model daily attitude to strengthen our company Health and Safety culture
- **Vigilance:** mindful attention in every situation to identify risks in advance and prevent accidents and occupational diseases
- **Responsiveness:** address all unsafe situations immediately

We make Health and Safety a personal and collective objective.

We want everyone to be committed and to feel responsible for the results at their own level.

We monitor the implementation of this policy in every part of the Group.

Michael Lohscheller

Frédéric Brunet

Xavier Duchemin

Remi Girardon

Christian Mueller

Anke Felder



Major principles of GROUPE PSA Health and Safety policy

The GROUPE PSA Health and Safety commitment is to implement everything to guarantee health and safety of all employees who contribute to Group activities all over the world, whatever the activity or site.

This commitment is deployed through a structured approach to reduce risk and control safety of every workstation. The Group Health and Safety Management System is based on the principle that safety is understood, planned and implemented daily. Management at all levels ensures permanently the respect of the basics and deployment, in a continuous improvement manner, of the underlying principles of this policy.

This approach implies:

To train and educate prevention

To achieve this goal, GROUPE PSA operates a holistic promotion of health and psychosocial risks training. To eradicate occupational illness, employees are aware of early symptoms detection and trained on occupational risk prevention.

To monitor individual and collective health

Each employee has the possibility to access occupational medical staff and this systematically when hired, in order to:

- **Observe:** manage health by applying local regulations and occupational health risk protocols;
- **Monitor:** to have and formalize collective and gathered information on people's health (health indicators) in order to adjust actions.
- **Alert:** through individual or collective data.

To guarantee and control the Safety of every work situation, by:

- Taking into account risk prevention from the conception phase of a new product, process, installation or organization.
- Multidisciplinary study of every workstation in order to accurately identify, evaluate and ensure traceability of risks and determine actions to mitigate or reduce those risks.
- The process of continuous improvement, based on knowledge, experiences and best practices sharing.

To empower everyone on his own safety and the safety of others.

Each employee has to personally involve himself in the implementation of the GROUPE PSA health and safety policy.

He must contribute to safety and work conditions improvement of all by his behaviour. He is the first actor of his own safety.

He participates to the development of a real prevention culture.

No decision will be taken to the detriment of health and safety. Everyone's vigilance is necessary to reach this objective.

Therefore, every employee has to make a commitment to:

- Adopt an exemplary behaviour towards safety, by strictly applying all current rules, including during missions or business trips, and by reporting all dangerous situations.

Propose every improvement that can contribute to risks prevention.

To engage the unions in risk prevention

Unions are vital actors in our risk prevention improvement processes, in particular within the different bodies for health and safety defined by regulation.

To promote well-being at work

GROUPE PSA is convinced of the importance of well-being at work for its employees and develops it by respecting a structured methodology. The Group implements responsible managerial practices. It anticipates the impact of work organization or technology changes. It evaluates and anticipates psychosocial risks and ensures that no employee is left alone in front of his difficulties.

The Group guarantees workplace hygiene standards and promotes the quality of life at work.

To help the employee with health or employment concerns

The preservation of work capabilities and health of everyone is a priority.

GROUPE PSA organizes a first aid network and values its actors.

Each employee benefits from an internal multidisciplinary network in case of health, employability or social difficulties.

A return to work medical interview is systematically organized in case of work injury in order to facilitate return to work activities.

To require the implication of all external stakeholders in GROUPE PSA Health and Safety policy

Safety concerns all employees who are working in GROUPE PSA establishments, including temporary workers and external service providers.

The temporary employee agencies are partners with GROUPE PSA in Health and Safety prevention and training.

GROUPE PSA requires the respect of all Safety rules and asks to external services provider companies to engage their employees. Safety requirements are integrated into the selection process of service provider companies.

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