



**BILFINGER**

# GROUP PRINCIPLES OF HEALTH, SAFETY, ENVIRONMENT AND QUALITY POLICY

For Bilfinger, meeting our responsibilities to clients, employees, society and the environment means attaching the highest level of importance to issues relating to health, safety, environment and quality. Responsible and sustainable actions, the active integration of all employees as well as an open dialogue are the basic requirements for mutual success. Our demands go well beyond the fulfillment of legal requirements. We set goals, review the status of their fulfillment on the basis of standardized criteria and openly communicate issues. Through continuous improvement, we further develop our standards and anchor them in the consciousness of all employees.

Due to process differences, responsibility for the implementation and further development of specific health, occupational safety, environmental protection and quality assurance measures lies with the divisions and their affiliated units. We ensure that the divisions and operative units are managed within the framework of these principles and that sufficient resources are applied. We actively support our units in the implementation of our health, occupational safety, environment and quality policy.

**Dr. Thomas Schulz**  
Chairman of the Executive Board  
Bilfinger SE

**Duncan Hall**  
Member of the Executive Board  
Bilfinger SE  
Responsible for HSEQ

**Christina Johansson**  
Member of the Executive Board  
Bilfinger SE

## OUR CORPORATE RESPONSIBILITY IS DEFINED BY THE FOLLOWING PRINCIPLES:

### **H** HEALTH

We create working conditions which maintain and protect the health of our employees. We provide and use opportunities for passive and active preventive health care and for health maintenance.

### **S** SAFETY

We are convinced that it is possible to completely avoid accidents. Consistent compliance with safety regulations by all employees, responsibility for each individual for him or herself and for the community as well as the impact of role models are key components of our safety awareness and our safety culture.

### **E** ENVIRONMENT

We ensure that negative impact on the environment as a result of our business activities is reduced as much as possible. Acting in a sustainable and environmentally aware manner in all our activities and decisions serves as a basis for this approach and contributes to the achievement of constant improvements in environmental protection.

### **Q** QUALITY

We are committed to the success of the services ordered. We provide our clients with products and services in a timely manner which comply with contractually agreed levels of quality and legal requirements as well as the value benchmarks of the society. We are on hand to develop optimized solutions together with our clients.