



Occupational Health and Safety

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Content

1	Introduction.....	3
2	Basic principles.....	3
3	Safety system.....	4
3.1	Safety objectives and mission statement.....	4
3.2	Safety organisation.....	5
3.3	Education/training/information.....	5
3.4	Safety rules.....	6
3.5	Hazard identification/risk assessment.....	6
3.6	Planning and implementation of measures.....	6
3.7	Emergency organisation.....	7
3.8	Participation.....	7
3.9	Health protection.....	7
3.10	Control/audit.....	8
4	Monitoring of the concept.....	8

1 Introduction.

cablex AG uses selected strategies and appropriate preventive measures to ensure the physical and mental health of its employees.

The specifications, processes and tools for regulating and implementing occupational health and safety have been integrated into the Total Quality Management TQM system.

The Occupational Health and Safety Concept is based on the G20 operating group solution of the Swisscom Group and is used to implement the FCOS guideline 6508 regarding the involvement of company medical officers and other occupational safety specialists. It has been approved by the Federal Coordination Commission for Occupational Safety (FCOS), is valid throughout Switzerland and is binding. As a Swisscom Group company, cablex is participating in this operating group solution.

This document serves as a summary of the occupational health and safety concept and is intended to be issued to external customers and partners.

2 Basic principles.

cablex adheres to the applicable laws such as ArG, UVG, OR etc., as well as any related and peripheral regulations and guidelines to ensure compliance with occupational health and safety laws.

Furthermore, other relevant guidelines, leaflets such as those from SUVA and SECO, as well as building regulations/requirements are followed and complied with.

In addition, cablex ensures compliance with other project and customer-specific regulations and directives in accordance with contractual agreements.

For projects with a certain degree of novelty, complexity or a high financial impact, a hazard assessment and a project-specific safety concept are always drawn up. The project-related occupational health and safety management is reviewed in line with the underlying concept with regard to the following points and the necessary measures are defined accordingly.

3 Safety system.

3.1 Safety objectives and mission statement.

Safety mission statement and safety goals form the basis of a safety system.

In addition to the corporate mission statement, cablex has formulated a separate safety mission statement for the area of occupational health and safety:

- We want to protect all employees from physical injury caused by accidents, occupational risks and work-related health problems, while complying with legal requirements. This is an ethical and moral obligation that we want to face up to.
- We want to reduce absenteeism due to accidents, illness and work-related health problems to a minimum in order to achieve an efficient, trouble-free and economical working process.
- The health, safety and well-being of our employees and partners are important to us. We promote these things through the appropriate organisation of work, leadership and training, as well as regular information, further education and monitoring.

On 8 November 2023, the Swisscom Group once again signed the Safety Charter together with SUVA. As a Group company, we at cablex derive our safety objectives from the Safety Charter, which applies throughout the Group.

Targets for occupational health and safety at cablex:

- **Comply with the rules.**
I adhere to the health and safety rules and support others in complying with these rules.
- **Use PPE.**
If protective equipment is required for my work, I request it, use it consistently and ensure that it is properly maintained.
- **Stop if there is danger.**
I pay attention to my health and safety and that of my colleagues, and report unsafe conditions and unsafe behaviour.

3.2 Safety organisation.

The Safety organisation at cablex consists exclusively of a safety engineer, who is in charge of the Safety organisation, and six specialists in occupational health and safety with Swiss diplomas. They regulate the tasks, competences and responsibilities regarding safety (occupational safety), security (property security) and health protection in cablex operations.

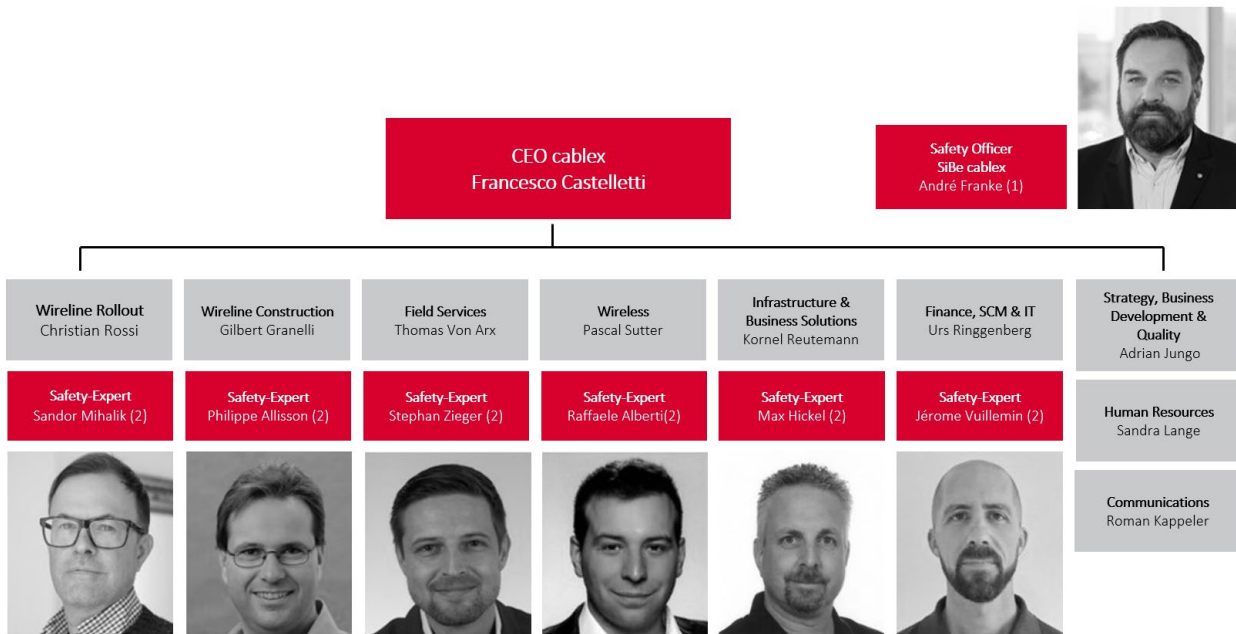


Figure 1: cablex Safety organisation

The safety experts are supported by safety assistants (team leaders or site managers) from the line, which ensures continuous communication and interaction.

Depending on the project requirements, a specific safety organisation can be set up, including the designation of a safety officer who is responsible for accident prevention and occupational safety on the building site.

3.3 Education/training/information.

Safe and health-conscious action requires appropriate knowledge. Thanks to regular and systematic training, employees are able to recognise activity-specific hazards, take appropriate measures, and therefore prevent accidents. In addition, the training courses ensure general safety-conscious behaviour on the construction site or at the workplace, as well as the safe handling of existing facilities, work equipment and the required personal protective equipment.

The training topics are based on project-specific directives, requirements and environmental conditions (e.g. asbestos, electricity, etc.) as well as the results of risk assessments.

In addition to classroom training, the training concept also includes web-based training (eLearning) from internal and external providers.

Skill and qualification management is used to assign the necessary training modules to employees based on their function and roles.

New employees and temporary staff are carefully introduced to the relevant area of responsibility. During their first days at work, they will be instructed on the general safety requirements at cablex in the "Safety and Security" module, which is held on the cablex Welcome Day. Specific training on the most important safety rules takes place during the first days at work via the web-based training courses in the learning centre.

Work involving special hazards is only assigned to employees who have completed the appropriate training.

Documentation of the completed training courses is done electronically or by means of a training certificate, and it is consolidated in a separate tool to provide a complete overview.

The training catalogues and certificates can be viewed if required and by arrangement.

3.4 Safety rules.

Safety rules form a reliable basis for occupational health and safety. They enable employees and third parties to recognise activity-specific hazards and to protect themselves with appropriate measures according to E-S-T-O-P (Elimination, Substitution, Technical Measures, Organisational Measures, Personnel Measures).

The rules are assigned to employees on a company- and workplace-specific basis and appropriate training is provided. All rules are also freely accessible on the intranet platform for all employees in the three official languages DE/FR/IT.

Based on the project requirements, specific safety rules can be created and the employees concerned can be trained accordingly.

3.5 Hazard identification/risk assessment.

Hazards and risks can only be overcome if they are known. Some of the core tasks in relation to occupational safety include the identification of hazards in the company and the evaluation of corresponding risks.

The hazard portfolio is assessed every 2 years by the safety experts and revised if necessary.

In the case of complex projects or new business areas or areas of activity, a specific risk assessment is carried out.

3.6 Planning and implementation of measures.

By planning and implementing appropriate and sustainable measures, the safety officers together with their superiors can ensure the identified hazards are eliminated or the respective risks are reduced to an acceptable level.

In addition to the risk assessment, measures from accident clarifications as well as building site audits and inspections form the basis for planning the measures.

3.7 Emergency organisation.

In the event of injuries and acute illness, fast, professional help must be ensured. In the case of non-stationary workplaces, the Emergency Organisation must always be adapted in line with the circumstances.

The emergency concept of cablex AG distinguishes the following points:

- Behaviour in the event of incidents and emergencies such as fires, accidents, etc.
- Behaviour in the event of an evacuation
- Organisational provisions in the event of emergencies such as alarms, emergency organisation, plans in relation to a pandemic, etc.
- Emergency organisation: First aiders, evacuation aiders, crisis teams
- Infrastructure: Fire alarm systems, first aid material, assembly points
- Training: Training of employees in the Emergency organisation

At the larger cablex sites, an emergency handbook must exist in which the organisational measures and provisions of the Emergency organisation are recorded in relation to the site and the persons involved.

Employees are trained in relation to the Emergency organisation and given an emergency card with the most important information and emergency numbers, which must always be kept at hand.

Employees with specific roles in the Emergency organisation (floor assistants) are given annual training.

Project-specific emergency organisations and processes are created as required and the processes are verifiably trained to the affected project members.

3.8 Participation.

Participation relates first and foremost to enabling the company to utilise the knowledge of employees optimally and to turn the affected persons into participants. Participation is ensured through employee representation and direct employee involvement.

Representatives of the personnel and the social partners have the right to a seat on the Safety Board (quarterly exchange between safety experts). They are actively invited by the Safety organisation at least once a year.

The employees of cablex actively participate in the selection of PPE (personal protective equipment) by participating in field trials and evaluating the PPE before it is purchased. Furthermore, they are encouraged to report safety-related deficiencies, both technical and organisational, and to cooperate in activities to eliminate them.

3.9 Health protection.

The inclusion of ergonomic, occupational hygiene and occupational psychology principles and rules is a prerequisite for ensuring an optimal workplace design. In particular, disease-causing factors must be systematically recorded and measures taken wherever necessary.

For this purpose, corresponding safety rules and e-learning courses are regularly revised or created and/or awareness campaigns carried out.

cablex operates occupational health and safety management based on the evaluations of non-occupational accidents and psychosocial hazards and engages in monthly campaigns to reduce the hazards.

3.10 Control/audit.

Audits and workplace and building site inspections are used to regularly check whether the rules are being observed, as well as compliance with the goals regarding occupational safety and health protection.

For this purpose, the auditors and inspectors have an app at their disposal, which ensures the comparability and evaluability of the questions.

In addition to this, Human Resources operates an absence management system. The evaluations of these checks enable targeted campaigns and measures for process and workplace optimisation to be created as well as for accident prevention.

4 Monitoring of the concept.

As a wholly owned Swisscom Group company and a participant in Swisscom's G20 operating group solution, the Occupational Health and Safety Concept is periodically audited by Swisscom's Physical Security and Safety department.

Project-specific concepts are prepared and reviewed in accordance with the contractual specifications.



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