

SAINT-GOBAIN UK & IRELAND

# EHS<sup>2025</sup>

BLUEPRINT FOR SUCCESS

A SIMPLE FRAMEWORK TO ACHIEVE  
WORLD CLASS EHS GOVERNANCE & STANDARDS



  
SAINT-GOBAIN



## OUR VISION FOR EHS<sup>2025</sup>

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EHS<sup>2025</sup> sets out a framework to **ensure an ongoing commitment to providing a working environment that is healthy and safe for all**, as well as actively promoting the protection of the environment. This approach supports our overall ambition to achieve Zero Harm across all our operations.

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EHS<sup>2025</sup> will be reviewed on a regular basis and provide a framework by which each Saint-Gobain UK & Ireland business can ensure alignment with both Saint-Gobain environment, health and safety policies, procedures, frames of reference and safety standards, as well as national regulatory and legal requirements in relation to environment, health and safety.

Each general delegation business within the UK & Ireland will undertake to pro-actively apply the best practice environment, health and safety values and beliefs contained within EHS<sup>2025</sup> to all their operational activities in conjunction with their own business specific internal policies and procedures. This will require visible commitment and the active involvement of personnel at every level of the organisation.



Our aim is to generate and promote environment, health and safety awareness and competence amongst those people who work for Saint-Gobain within the UK & Ireland in order to continuously improve our environment, health and safety performance, thus contributing towards our overall ambition of Zero Harm by the elimination of all work-related accidents, injuries, damage to health and environmental impacts.



**Mike Chaldecott**  
General Delegate, UK & Ireland

# OUR MISSION

## OUR MISSION FOR EHS<sup>2025</sup>

EHS<sup>2025</sup> is a simple framework for Saint-Gobain businesses within the UK & Ireland to assist them in the development of an EHS Management System that supports our wider Saint-Gobain Corporate Social Responsibility (CSR) ambitions.

# OUR MISSION FOR EHS<sup>2025</sup>

EHS<sup>2025</sup> is a simple framework for Saint-Gobain businesses within the UK & Ireland **to implement world-class Environment, Health, Safety and Wellbeing governance and standards by 2025**, helping to deliver the industry and government commitments made in Construction 2025 and the Saint-Gobain Corporate & Social Responsibility (CSR) strategy.

EHS<sup>2025</sup> is designed to play its part in helping to support the creation and delivery of innovative and high performance solutions to enhance peoples daily habitat and life through our Sustainable Habitat commitments.



## OUR DRIVERS & ENABLERS FOR EHS<sup>2025</sup>

Our Drivers and Enablers are aimed at supporting our businesses achieve:

- a robust plan for EHS;
- support and development of EHS standards;
- clear EHS objectives;
- improved operational efficiency;
- an embedded EHS culture;
- and ultimately a sustainable organisation.

# THE ENVIRONMENT

The surroundings in which our sites operate, including:

- the air outside the site's buildings
- the surrounding flora and fauna
- the natural resources used
- water, soil and sub-soil
- people.

**This means the natural environment inside the site as well as the global ecosystem that surrounds it, such that we can be accepted as a trusted and welcomed neighbour that aims not to deprive resources from the communities in which we work and live.**



## OCCUPATIONAL HEALTH, SAFETY AND WELLBEING

The conditions and factors that may affect the Health, Safety and Wellbeing of staff members, temporary workers, contractors, supply chain partners and any person or customer visiting our workplace.

### Health, Safety and Wellbeing significant hazards include:

- organizational and physical constraints
- chemical and biological agents
- the working environment and physical agents
- working areas and equipment, machines and tools
- falls from height
- hazards related to vehicle and pedestrian management.

# OUR CORE VALUES

Saint-Gobain's EHS policy is based on:

**RESPECT FOR PEOPLE**

**RESPECT FOR THE ENVIRONMENT**

The Group has chosen to adopt an **integrated approach to E H & S**, in order to have a global understanding of these three inseparable issues. All three of them concern people and their environments, require the **deep commitment of every employee** and are part of similar approaches. This integrated management aims at the adoption of a **proactive attitude**, in order to continuously improve results and consolidate them.

## WHAT ARE OUR KEY OBJECTIVES?



- **Zero work-related accidents**
- **Zero occupational illnesses and disease**
- **Zero environmental accidents**
- **Minimum impact of our activities.**

## HOW ARE WE GOING TO ACHIEVE THEM?

Focussing on **the prevention and ongoing reduction of risks** by setting up the Saint-Gobain EHS Management System, our EHS standards and tools and through everyone's commitment to our EHS<sup>2025</sup> framework for world class EHS governance and standards.

### WHO IS RESPONSIBLE FOR ACHIEVING OUR OBJECTIVES?

- Commitment of **management**
- Commitment of **managerial and supervisory staff**
- Commitment of **staff representatives**
- Commitment of **every member of staff**
- Commitment of **contractors**
- Commitment of **supply chain partners**
- Commitment of **everyone working for or on behalf of the organisation**



**HEALTH, SAFETY &  
THE ENVIRONMENT  
IS EVERYONE'S  
RESPONSIBILITY**



# SAINT-GOBAIN

# PRINCIPLES OF CONDUCT AND ACTION

These principles do not aim to be exhaustive but are essential. Complementary or special rules may be added to them according to local situations or positions of responsibility.

**ADHERENCE TO THESE PRINCIPLES IS AN  
ABSOLUTE REQUIREMENT FOR BELONGING TO  
THE SAINT-GOBAIN GROUP**

Among the five principles of conduct and four principles of actions, those having a direct link to Environment, Health and Safety are described below:

## PROFESSIONAL COMMITMENT

Professional commitment means mobilizing to the best of one's ability the knowledge and know-how of the individual and also calls for training to keep both up to date. It requires personal commitment and a willingness to take on the tasks assigned and to acquire knowledge necessary to do the job.

It implies the effective contribution of each person in caring particularly for the environment and for worker health and safety.

## RESPECT FOR HEALTH AND SAFETY AT WORK

Group companies are to take particular care to adopt all measures necessary to ensure the best possible protection against health and safety risks in the workplace.

They must adopt risk reduction policies and follow-up on the due application of the same, checking actual results against the applicable standards.

Such policies apply both to their own employees and to employees of sub-contractors, when the latter are working on a Group site.

## CARING FOR THE ENVIRONMENT

Group companies are to actively promote the protection of the environment.

All company sites, no matter where they are located, must be managed in a way that allows the setting of clear environmental targets and the regular monitoring of environmental performances and measuring the same against targets.

They must strive to raise the main relevant environmental performance standards of their own sites to the level of particularly effective performance standards found in the Group for comparable sites – even if that means going beyond the requirements of local legislation.

## RESPECT OF THE LAW

All companies must comply to all laws and regulations of the countries where they do business.

In particular:

- They must prohibit all actions which might breach applicable norms of competition law
- They must refrain from any form of financing political parties or activities even if allowed under local law
- They must reject all forms of active or passive corruption whether in domestic or international transactions.

Furthermore, group companies must not exploit loopholes or inadequacies in any such laws or regulations where this would mean non-compliance with the norms of the Saint-Gobain Group.

# COMMITMENT TO THE GLOBAL COMPACT

On 31 March 2003, the Saint-Gobain Group sent the Secretary-General of the United Nations a letter of commitment to the principles of the Global Compact.

Through this Global Compact, launched in July 2000, company managers commit themselves to **'embracing, promoting and enacting'** a set of core values in the fields of **human rights, labour standards, the environment** and **the fight against corruption**.

## HUMAN RIGHTS

### PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights.

### PRINCIPLE 2

Make sure that they are not complicit in human rights abuses.



**It has ten principles that every member must comply with in its practices.**

## LABOUR STANDARDS

### PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

### PRINCIPLE 4

The elimination of all forms of forced and compulsory labour.

### PRINCIPLE 5

The effective abolition of child labour.

### PRINCIPLE 6

The elimination of discrimination in respect of employment and occupation.

## ENVIRONMENT

### PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges.

### PRINCIPLE 8

Undertake initiatives to promote greater environmental responsibility.

### PRINCIPLE 9

Encourage the development and diffusion of environmental friendly technologies.

## ANTI-CORRUPTION

### PRINCIPLE 10

Businesses should work against corruption in all its forms, including extortion and bribery.

# COMMITMENT TO FIGHTING CLIMATE CHANGE AND PROTECTION OF WATER RESOURCES

In January 2009 Pierre-André de Chalendar, the Group's Chief Executive Officer, signed two manifestos supplementary to the United Nations Global Compact:

## CARING FOR CLIMATE AND THE CEO WATER MANDATE



The signatory companies are committed to defining objectives for progress and communicating about their greenhouse gas emissions.

Above all, it is a unique opportunity for companies of different sizes, operating in emerging countries as well as in developed countries, to together create practical solutions to a worldwide challenge.



### EXTRACT OF THE SIGNED STATEMENT:

Upon the occasion of the 2007 global compact leaders summit (Geneva), we, the business leaders of the UN global compact:

- Recognize that **Climate Change is an issue** requiring urgent and extensive action on the part of governments, business and citizens [...]
- **Taking practical actions now to increase the efficiency of energy usage** and to **reduce the carbon burden of our products, services and processes**, to set voluntary objectives for doing so, and to report publicly on the achievement of those objectives annually in our Communication on Progress [...] and **becoming an active business champion** for rapid and extensive response to climate change with our peers, employees, customers, investors and the broader public.



## UNITED NATIONS FRAMEWORK CONVENTION ON CLIMATE CHANGE

The 21st Conference of Parties to the United Nations Framework Convention on Climate Change, also known as COP21, managed to finalise a world-wide climate deal at the end of 2015. For the first time in history all of the world's nations have been united in a single agreement to tackle climate change.

Almost 200 countries reached a consensus by the end of the conference that greenhouse gas emissions must be cut. The agreement has been hailed historic and features:

- limiting global temperatures to well below 2.0C above pre-industrial times and endeavouring to limit them even more, to 1.5C;

- limiting the amount of greenhouse gases emitted by human activity to the same levels that trees, soil and oceans can absorb naturally, beginning at some point between 2050 and 2100;
- a review of each country's contribution to cutting emissions every five years so they can manage their emission reductions;
- rich countries to help poorer nations by providing climate finance, which will be used to adapt to climate change and switch to renewable energy.

Saint-Gobain actively supported several initiatives during COP21 such as the Global Alliance for buildings and construction and the implementation of a clear mechanism of international carbon price.

These commitments, in line with the Groups environmental objectives, address these challenges and ensure Saint-Gobain's determination to act for the climate.

# CEO WATER MANDATE

The CEO Water Mandate is part of the United Nations Millennium Development Goals, which fix **objectives in the fight against poverty and respect for the environment.**

The business leaders who signed this document declared that the protection of water resources is a priority and committed themselves to working with governments, United Nations agencies and NGOs to meet this challenge.

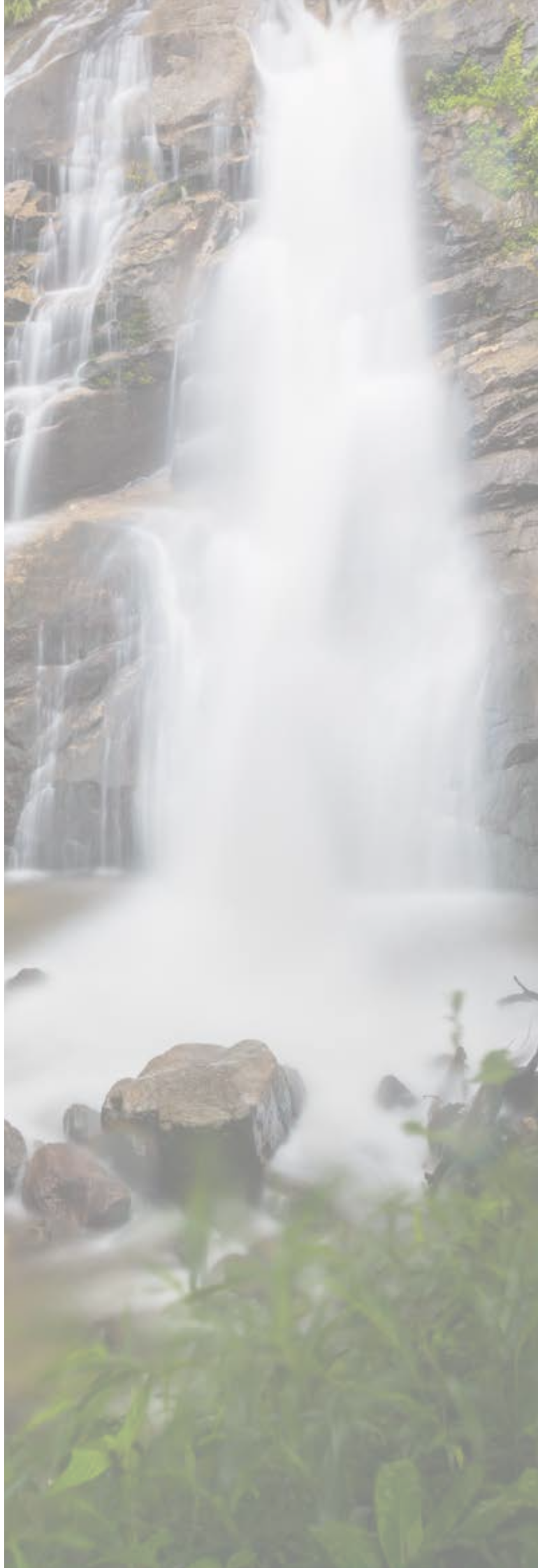
The CEO Water Mandate was created due to the recognition that water challenges are creating a worldwide risk for the private sector, the public sectors, local authorities and the environment.

The companies which are committed to this initiative must approve and implement the six elements of the mandate.

## THE SIX ELEMENTS:

- 1 Direct Operations**
- 2 Supply Chain and Watershed Management**
- 3 Collective Action**
- 4 Public Policy**
- 5 Community Engagement**
- 6 Transparency**

In this framework, the companies commit themselves to communicating annually through Communication on Progress, describing the way in which they comply with the CEO Water Mandate.



# LETTER OF COMMITMENT

In 2012, the Chief Executive Officer, Pierre-André de Chalendar, updated a **letter of commitment** for the Group concerning the Environment, Health and Safety, to:

- **be consistent with changes in the Group's sustainable development policy and sustainable habitat strategy;**
- **take EHS challenges into account in the entire life cycle of our products and services;**
- **place the Environment, & Health and Safety at the same level of importance.**

**BASED ON THE LETTER OF COMMITMENT, EVERY SITE MUST PROVIDE ITS OWN EHS POLICY.**

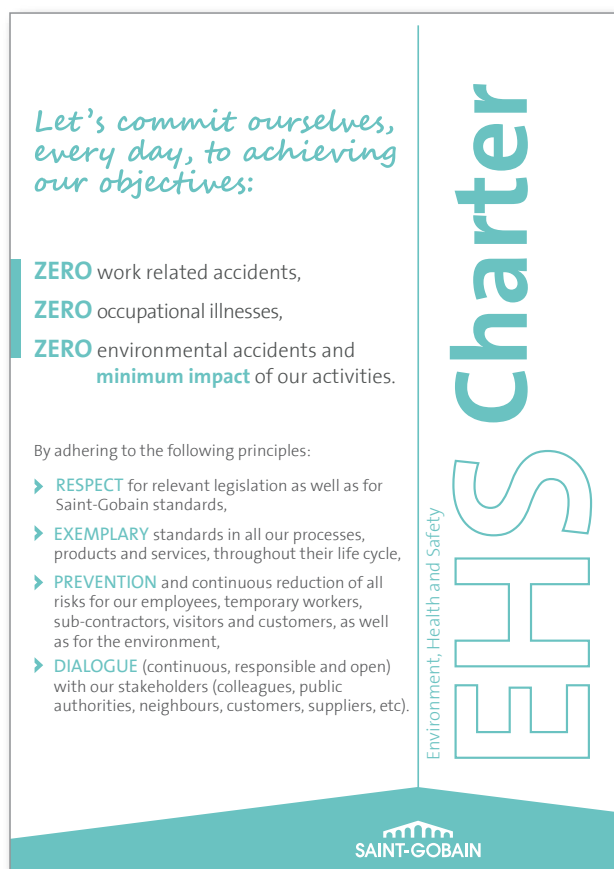


# EHS CHARTER

The Group's EHS Charter, whose first version was communicated in October 2004 on the occasion of the first International Health & Safety Day, is a voluntary commitment which summarises the objectives of the EHS policy.

## It must be displayed on all the sites in the Group

so as to remind us every day about our responsibilities. It encourages the employees of the Saint-Gobain Group to work together to reach our EHS objectives, through their commitment and the implementation of four basic principles.





# SAINT-GOBAIN GROUP POLICIES

On some points, the Group has supplemented this EHS Policy with specialized policies managed by the functional departments that are in charge of the issues. They are listed below:

## WATER POLICY

Saint-Gobain has set up a water policy at Group level, confirming its willingness to reduce the quantitative and qualitative impact of its activities on water resources as much as possible, concerning both its withdrawal and its discharges. The objective is to withdraw the minimum amount of resources and strive towards 'zero discharges' of industrial water in the liquid form, while avoiding the generation of new impacts on other environments or on stakeholders.

## GREEN IT INITIATIVE

Saint-Gobain is moving towards sustainable IT by launching the Green IT initiative. After a qualitative and quantitative study of the carbon footprint of Saint-Gobain information systems, a Green IT charter has been defined, which describes 10 strategic challenges for promoting sustainable IT. These initiatives are categorized according to four priorities of action: 'the information systems function', 'working methods', 'innovation' and 'governance'.

## TIMBER POLICY

The Building Distribution Sector has a timber policy, which is based on two principles:

- responsible purchasing and procurement: protection of biodiversity and local populations, assurance of timber legality in accordance with the European FLEGT Regulation and promotion for certified or responsibly managed timber;
- responsible selling: training and involving our sales force, certifying our sales outlets and informing our customers.

The Saint-Gobain Distribution Policy has since been spread throughout the Group by ensuring the compliance with the European regulation on wood, applicable from March 1st, 2013.

## WASTE & RESOURCES

As a responsible business, Saint-Gobain's major ambition is to deploy efficient and robust resource management toward a circular economy.

Managing and reducing the impact attributable to resources used throughout the full life cycle of our products and services is central to the Group's key responsibilities.

A new Sustainable Resources Management Policy encourages cross-business actions and synergy between all Saint-Gobain businesses.

Saint-Gobain undertakes to deliver innovative solutions and take advantage of opportunities related to the challenges of respectful material management, and efficient waste treatment and transformation.

Through its Environmental Vision, the Group reinforces its commitment to reducing to a minimum the environmental impact of its businesses, products and services – for instance with a long-term environmental objective to reach zero non-recovered waste.



## CARE:4 PROGRAM

The CARE:4 program will be an integral part of the energy policy. CARE:4 means '**Company Action for the Reduction of Energy by 4**'.

The CARE:4 program was launched to respond to the need to make the Group's buildings compliant with the Sustainable Habitat strategy and with our objective of the maximum possible reduction of the impact of our activities.

**The Saint-Gobain Group must be exemplary in managing its own buildings as a major worldwide player in the construction market.**

The objective of the program is to divide the average energy consumption and CO2 emissions related to the Group's tertiary buildings by four by 2040.

## RESPONSIBLE PURCHASING POLICY

Saint-Gobain takes EHS issues related to its purchasing and to the EHS performance of its suppliers into account, in compliance with its EHS policy, which strives towards excellence in our products and services over their entire life cycles. This can especially be seen in the Responsible Purchasing Policy and in the Purchasing and Supplier Charters.

## ENERGY, ATMOSPHERIC EMISSIONS AND CLIMATE CHANGE POLICY

In December 2014, Saint-Gobain adopted its Energy, atmospheric Emissions and Climate Change Policy, putting into practice the Group's Environmental Vision and EHS Policy.

The Policy promotes energy efficiency and reduction of atmospheric emissions across all activities including; Operations, Transportation, Infrastructure, Products and Services.

Through the Policy the Group asserts its commitment to reducing to a minimum the environmental impact of its activities and to being recognized, wherever it is present, as a responsible company committed to a continuous improvement approach.

## HEALTH POLICY

In continuity with the EHS policy, the health policy of the Group, aims at leading the Group towards making decisive progress in this field, in the same way as this has already been done for Safety. Preventing and reducing occupational risk factors and protecting the health and wellbeing of employees help to improve working conditions and everyone's quality of life at work.

The health policy is based on six pillars: support the commitment and exemplarity of management in its implementation, anticipate and identify risks, assess risks, eliminate risks at the source as much as reasonably achievable, reduce and control residual risks and inform and communicate.

### THIS HEALTH POLICY IS ORGANIZED AROUND THREE MAIN PRIORITIES:

#### 1 PRESERVE AND PROTECT THE HEALTH AND WELLBEING OF EMPLOYEES:

by involving all the staff members, by ranking prevention measures, by anticipating and addressing occupational risks to health in all the Group's processes and decisions and by organizing the traceability of occupational exposures and regular medical monitoring;

#### 2 PRESERVE AND RESPECT THE HEALTH OF CUSTOMERS:

by identifying hazards and controlling the risks to health in all product life cycle phases and by organizing communication about their health characteristics;

#### 3 PRESERVE AND PROTECT THE HEALTH OF COMMUNITIES NEAR THE GROUP'S SITES:

by reducing the emissions generated by our sites by applying environmental policies of the Group and by promoting a dialogue with communities near the Group's sites.



# SAINT-GOBAIN

# EHS FRAME OF REFERENCE

## PRINCIPLE

The Saint-Gobain EHS Frame of Reference describes the EHS Management System, which **site managers must implement**.

It assists sites in reaching the Group's objectives, and particularly in acquiring the Saint-Gobain Group's EHS culture.

The Saint-Gobain Group EHS Management System is an integral part of a process of continuous improvement defined by Plan, Do, Check, Act.

PLAN	plan
DO	implement
CHECK	assess the results
ACT	react, search for improvements and start again.

## WHAT ARE OUR KEY OBJECTIVES?

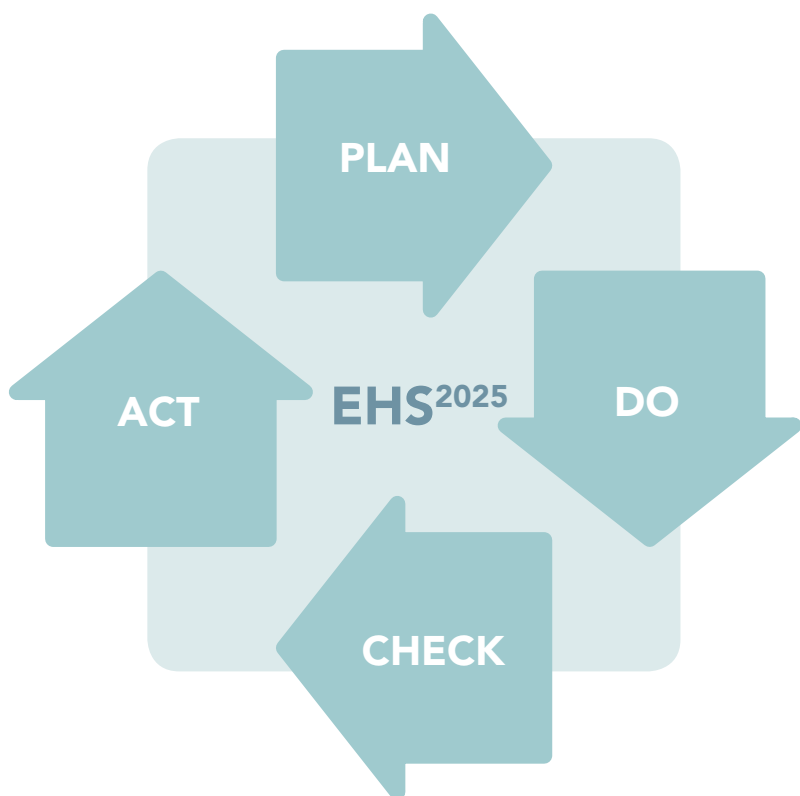
- To reach the objectives that the site has fixed by setting up an EHS Management System
- To continuously improve EHS performance.

## WHO IS RESPONSIBLE FOR ACHIEVING THEM?

The EHS Management System must be defined and deployed by the entire line management with all the employees in a participative manner, according to decisions that are specific to every Sector or Company and existing situations.

## HOW ARE WE GOING TO ACHIEVE THEM?

The choice of means is left up to every site. However, this EHS manual contains proposals for operational tools that enable the setting up of the EHS Management System.



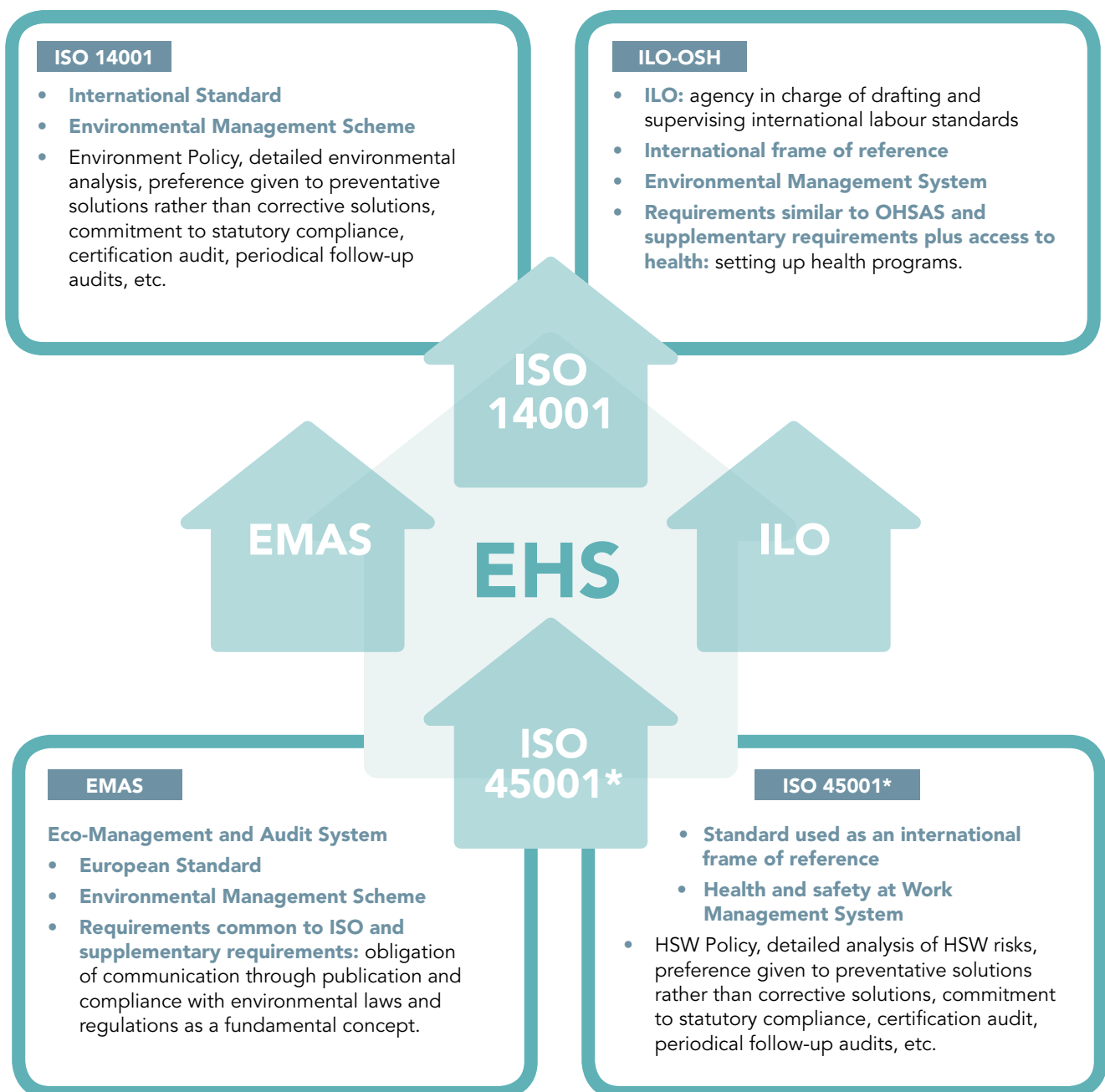


# SAINT-GOBAIN

## EHS CERTIFICATIONS

Saint-Gobain has objectives in terms of environmental certification for sites with the greatest challenges for the environment, which are called 'concerned sites'. These 'concerned' sites are identified by certain criteria (energy consumption, water consumption, etc.). However, 'non-concerned sites', such as other industrial sites or sales outlets of the Building Distribution sector, are encouraged to undertake environmental certification processes.

The Group encourages **ISO 45001\*** certification, especially for sites that are already certified **ISO 14001** and **ISO 9001**.



\* replaces OHSAS 18001 from 2015

# EHS TOOLS AND COMMUNICATION

The Group provides several modules of GAIA software to sites. This EHS software is designed to manage challenges and follow the EHS performance of the Group, the different levels of the organization and the sites.



This software is made up of the following modules:

Performance

Management of  
events

Audit

Management of  
environmental  
challenges (waste,  
water etc.)

CARE:4

Health, Safety  
and toxic risks  
(SAFHEAR)

Action Plan

A dashboard can be customized for each application as well as the homepage.

## SUPPORT

The support system for using GAIA is the following:

- **Documentary support (0): E-learning document + user guide**
- **Level (1) support: contact your local administrator (data available on the GAIA EHS intranet page)**
- **Level (2) support:**
  - **functional issues:**  
[gaialoginsupport@saint-gobain.com](mailto:gaialoginsupport@saint-gobain.com)
  - **technical issues:**  
[gaiatechnicalsupport@saint-gobain.com](mailto:gaiatechnicalsupport@saint-gobain.com)

## PERSONS CONCERNED

- **Any person who needs to manage EHS challenges on a site (event declaration, SAFHEAR, waste management, audits, etc.)**
- **Any manager in charge of an organization in terms of EHS (management of action plans etc.)**
- **Any person who needs to carry out EHS reporting and validate data.**

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## TRAINING

Basic training uses E-learning documents (videos) and a user guide, which is available on the GAIA EHS intranet page.

Further training can be organized (with Webex for example) by contacting your local delegation administrator.



# GENERAL ARRANGEMENTS FOR IMPLEMENTING EHS<sup>2025</sup>

## APPLICATION OF LOCAL ENVIRONMENT, HEALTH AND SAFETY POLICIES TO SUPPORT EHS<sup>2025</sup>

EHS<sup>2025</sup> supported by suitable and robust environment, health and safety management system(s) developed by each business unit in accordance with Saint-Gobain and local regulatory requirements, applies to, and shall be enforced by all Directors and line managers, and shall be observed and complied with by all employees.

## ORGANISATION FOR IMPLEMENTING EHS<sup>2025</sup>

- a. The Managing Director of each business unit shall have overall responsibility for the resourcing and management of environment, health and safety, which shall be delegated through the Directors and line management function. A competent person(s), responsible for environment, health and safety, will be appointed to advise each business unit board of directors and senior management team on matters of environment, health and safety, as well as ensuring the maintenance and development of a suitable and sufficient environment, health and safety management system(s) in accordance with EHS<sup>2025</sup>, Saint-Gobain and local regulatory requirements.
- b. Each Managing Director and his and/or her Directors and regional/departamental managers will be responsible for all matters of environment, health and safety within the scope of their operations and levels of responsibility.
- c. Each location manager will be responsible for all matters of environment, health and safety for his and/or her location.
- d. All employees will be responsible for undertaking their work activities in a safe and healthy manner as well as respecting the environment in accordance with current company systems and procedures.



## RESPONSIBILITY FOR IMPLEMENTING EHS<sup>2025</sup>

Saint-Gobain views environment, health and safety as an over-riding requirement of doing business and as an integral part of good business management. Each business unit is responsible for developing and implementing an EHS management system in accordance with the overall aims and objectives of EHS<sup>2025</sup>.

## THE MANAGING DIRECTOR AND DIRECTORS

The Managing Director and Directors of each business unit shall be responsible for ensuring the implementation of the Environment, Health and Safety Policy in-line with EHS<sup>2025</sup>. They will ensure the provision and allocation of suitable and sufficient resource, appropriate to the needs of the business, in order to deliver the requirements of the policy. They shall have ultimate responsibility for Environment, health and safety within their respective businesses areas.

Within his/her area of authority, each Managing Director and Director will be responsible for:

- a. Ensuring that their respective business unit complies with the relevant Saint-Gobain standards and local regulatory requirement in respect of environment, health and safety.
- b. Allocating sufficient funds and other resources to meet the requirements of the Environment, Health and Safety Policy.
- c. Ensuring all environment, health and safety procedures are fully implemented as planned within each of their respective business units.
- d. Ensuring adequate arrangements exist to enable employees to understand the environment health and safety management system(s) as it may affect them.
- e. Ensuring that employees at all levels are properly trained and competent.
- f. Monitoring the effectiveness of performance with respect to the Environment, Health and Safety Policy and to report progress through the usual management reporting arrangements.
- g. Periodically reviewing performance in conjunction with the competent person(s) appointed for environment, health and safety.

# GENERAL ARRANGEMENTS FOR IMPLEMENTING EHS<sup>2025</sup>

## LINE MANAGEMENT

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Shall be responsible for:

- a. Allocating sufficient funds and other resources to meet the requirements of the Environment, Health and Safety Policy.
- b. Ensuring that arrangements exist to enable employees to understand the environment, health and safety management system(s) as it may affect them.
- c. Ensuring there are arrangements for the assessment of risks to the health and safety of employees and any other person affected by their business work activities are in place.
- d. Ensuring there are arrangements for the assessment of environmental aspects and impacts of the activities, products and services for the sites in which they work.
- e. Providing safe plant and equipment, working conditions and safe systems of work.
- f. Ensuring that employees at all levels are properly trained and competent.
- g. Ensuring the provision of suitable and sufficient supervision of work activities.
- h. Ensuring that plant and equipment is regularly inspected and examined and, where necessary, tested in accordance with Saint-Gobain or local regulatory requirements.
- i. Ensuring the provision and maintenance of appropriate Personal Protective Equipment and training in its correct use.
- j. Maintaining a monitoring system to provide information on environment, health & safety performance.
- k. On-going review of environment, health and safety performance in conjunction with the competent person(s) responsible for environment, health and safety and business unit Directors in order to ensure that the policy is properly implemented.
- l. Ensuring that appropriate remedial action is taken promptly following any non-compliance identified within the scope of the policy requirements.
- m. Selecting competent contractors from an approved list, controlling contractors/visitors and acquainting them with the hazards associated with the Company's premises/work activities and the relevant environment, health and safety rules.
- n. Consulting Safety Representatives and champions on health and safety aspects of work where Safety Representatives or safety champions are appointed.
- o. Consulting Environment Representatives and champions in the areas of Energy, Waste and Water on the Environmental performance and Sustainable Development aspirations where such persons are appointed.
- p. Taking immediate action to remedy any unsafe practice, procedure or situation.
- q. Maintaining and completing all appropriate statutory and Company registers, notification forms and accident report forms/books.
- r. Investigating accidents, dangerous occurrences, near miss and environmental events and determining any remedial and preventative action.

- s. Ensuring that adequate First Aid provision is maintained.
- t. Providing and maintaining adequate fire prevention and fire fighting facilities and arranging the necessary fire drills.
- u. Providing and maintaining adequate spill prevention measures and contingency planning is in place for any foreseeable scenarios which could lead to significant environmental damage.
- v. Taking prompt remedial action following any report either from Enforcing Authorities or the competent person(s) responsible for environment, health and safety.

## EMPLOYEES

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Shall be responsible for:

- a. Acting responsibly and to do everything they can to prevent injury to themselves and other persons as well as preventing harm to the environment.
- b. Observing all rules and appropriate operating procedures and instructions regarding environment, health and safety at all times.
- c. Correctly using environment, health and safety equipment, protective devices and PPE.
- d. Informing their immediate line manager of all accidents, dangerous occurrences, near miss events, damage, potentially dangerous situations, whether persons are injured or not and environmental events.
- e. Assisting in the investigation of any accidents, incidents or environmental events.
- f. Reporting any unsafe or defective plant, tools, equipment, PPE, practices, methods or other hazards.
- g. Participating in improving environment, health and safety by making suggestions in these matters to their immediate line manager, Safety Representative or competent person(s) responsible for environment, health and safety.







# GENERAL ARRANGEMENTS FOR IMPLEMENTING EHS<sup>2025</sup>

## COMPETENT PERSON(S) RESPONSIBLE FOR ENVIRONMENT, HEALTH AND SAFETY

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Shall be responsible for:

- a. Regular review and recommendation for changes where necessary to the business environment, health and safety policy, organisation, responsibilities, control, monitoring and review arrangements for the relevant business unit.
- b. Advising management at all levels on the interpretation of national legislation, Codes of Practice, Saint-Gobain policies, procedures, compliance obligations and safe systems of work and assisting with their implementation.
- c. Assisting management in establishing environment, health and safety standards and achieving them through the preparation, implementation and issue of documented procedures.
- d. Providing support and guidance to operational management to encourage self-monitoring of performance on environment, health and safety matters both to achieve compliance with the environment, health and safety policy and to promote a culture of continuous improvement.
- e. Assisting in the identification of training needs in conjunction with line management and assisting in the development of training programmes to ensure all personnel possess the necessary skills and knowledge to carry out their tasks with proper regard for environment, health and safety.
- f. Developing methods to ensure that all business locations are regularly inspected and audited, that environmental and safety standards and the effectiveness of the environment, health and safety policy are monitored and management is advised accordingly.
- g. Monitoring accident and incident statistics and assisting managers with accident investigation to determine the root cause of accidents, near misses, dangerous occurrences and environmental events, ensuring that potential hazards are investigated and reported to senior management.
- h. Conducting periodic inspections of workplaces, plant and equipment to monitor compliance with the environment, health and safety policy and report to line management on all deficiencies found.

# GENERAL ARRANGEMENTS FOR IMPLEMENTING EHS<sup>2025</sup>

## ENVIRONMENT, HEALTH AND SAFETY MANAGEMENT SYSTEM(S)

**OBJECTIVE** To establish, maintain and continuously improve occupational health and safety and environmental performance.

Essential to effective occupational health and safety and environmental management within each business unit is the development and maintenance of a suitable and sufficient environment, health and safety management system(s) that achieves overall environment, health and safety compliance with EHS<sup>2025</sup>, Saint-Gobain standards and local and national legislation, whilst demonstrating commitment at all levels to improving environment, health and safety performance and compliance. The business unit environment, health and safety management system(s) shall contribute to all aspects of business performance as part of a demonstrable commitment to continuous improvement.

Each business unit shall ensure suitable and sufficient arrangements are in place to develop an Environment, Health and Safety management system(s) that:

- Complies with EHS<sup>2025</sup>, Saint-Gobain Environment, Health and Safety Policy requirements and all national & local legislation.
- Is relevant to the business and take into consideration the nature and scale of the occupational health and safety risks and significant environmental aspects.
- Contains a statement of intent, signed and dated by the Managing Director of the business.
- Details responsibilities for management, supervisors and employees.
- Is communicated to all employees with the intention that every person is made aware of their individual responsibilities and obligations.

A continuous review process should be maintained to ensure that periodic reviews take place of the environment, health and safety management system to ensure that it remains relevant and appropriate to the needs of the business.

## APPOINTMENT OF A COMPETENT PERSON(S)

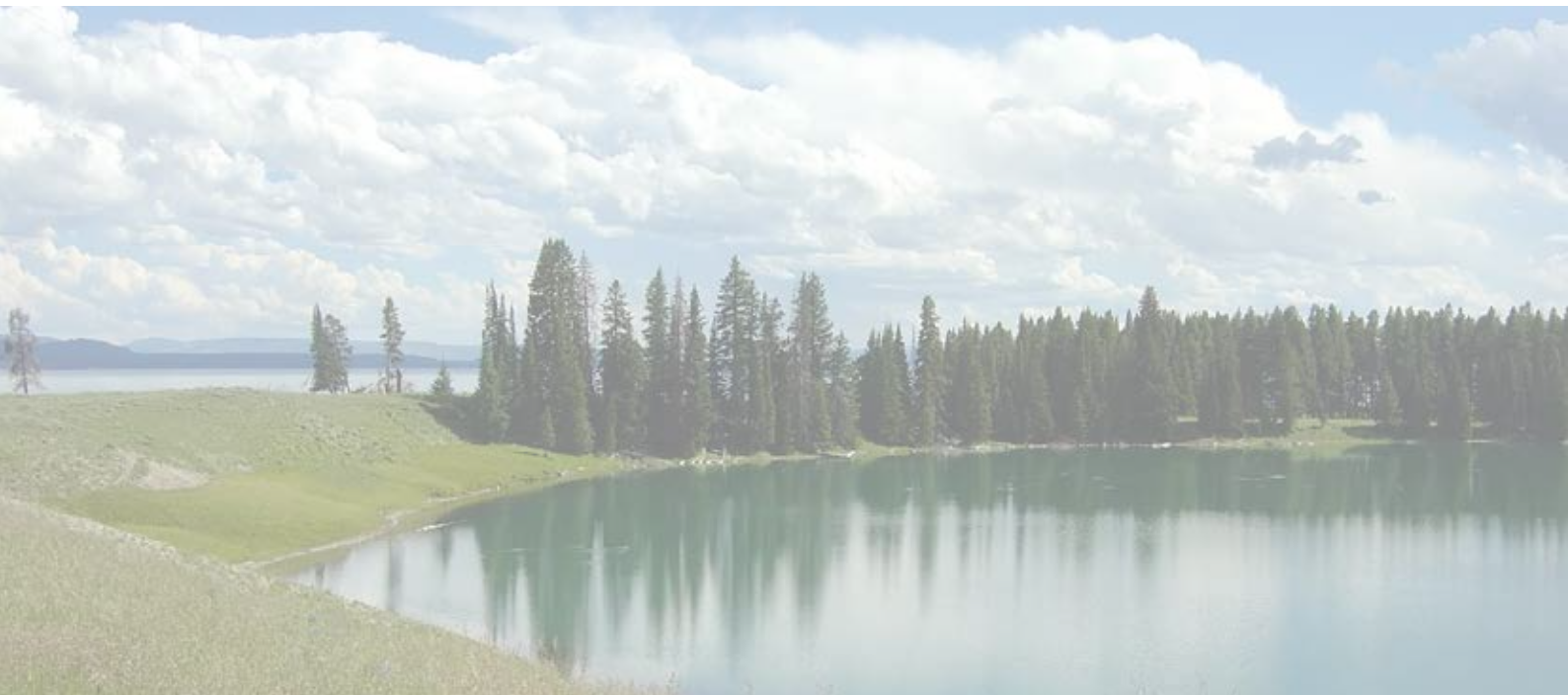
**OBJECTIVE** To assist in the monitoring, directing and co-ordination of the Environment, Health and Safety Management System(s).

Each business unit shall ensure suitable and sufficient arrangements are in place to appoint a competent person(s) responsible for environment, health and safety. They will advise and assist management and employees with authority and independence. Their primary function will be the development and co-ordination of the business unit occupational health and safety and environmental management system(s). Their role will be to measure, review and audit Company operations to ensure that they meet Saint -Gobain and national and local legal requirements and to report to senior management on issues arising.

## RESPONSIBILITIES, AUTHORITY AND OBJECTIVES

**OBJECTIVE** To clearly identify designated responsibility and authority throughout the business structure in order to achieve the policy objectives.

Setting performance standards is essential if business unit policies are to be translated from good intentions into a series of co-ordinated activities and tasks. The role senior management play is critical to the success of the environment, health and safety management system(s). These arrangements are effective only if occupational health and safety and environmental objectives are given the same importance as other business aims. Each business unit shall ensure suitable and sufficient arrangements are in place to set clearly defined responsibilities for each level of personnel within the Company.



# GENERAL ARRANGEMENTS FOR IMPLEMENTING EHS<sup>2025</sup>

## EMPLOYEE CONSULTATION

**OBJECTIVE** To ensure employee involvement and consultation arrangements are documented and effective.

Each business unit shall ensure suitable and sufficient arrangements are in place to develop effective arrangements and forums to ensure that employees are consulted on matters that may affect their health and safety and contribute to those which improve environmental performance. The scope of arrangements will comply with all relevant Saint-Gobain requirements and national and local legislation and provide a mechanism by which employee concerns in respect of environment, health and safety are visible and communicated to senior management.

## FIRST AID

**OBJECTIVE** To ensure that adequate first aid arrangements are in place and maintained in accordance with the nature and scale of health and safety risks.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure personnel are provided at operational locations who are competent to provide first aid assistance and advice in the event of injury. The requirement for first-aiders, first aid boxes and first aid stations shall be assessed for each location in accordance with the associated risk relevant to the operation and comply with all relevant Saint-Gobain standards and national and local legislation.

## TRAINING

**OBJECTIVE** To ensure that employees have the necessary training, education and skills to reduce the level of risk that they are exposed to. This will also enable employees to identify potential losses and assist in the creation of a zero harm culture.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure the provision of formal, well-planned environment, health and safety induction and initial training, as well as follow-up on-the-job refresher training. It is important to emphasise both the Saint-Gobain and Business environment, health and safety policy from the first day an employee begins work. An appropriate medium shall be developed to provide the business environment, health and safety requirements to all employees in line with the Saint-Gobain EHS Training Matrix requirements. Employees shall be required to learn and become familiar with these rules.

## OCCUPATIONAL HEALTH & WELLBEING

**OBJECTIVE** To ensure the health, safety and welfare of employees and other people so that they are not exposed to risks to their health.

The most important element for business units in developing an occupational health programme is considering the effect of work on an employee's health. Each business unit shall ensure suitable and sufficient arrangements are in place to analyse work activities in order to:

- Identify what can cause or contribute to ill health in the workplace
- Implement Saint-Gobain standards and requirements for health in line with the Fit4Work/Fit4Life programme and Saint-Gobain Health policy
- Determine the action required to prevent people being made ill by work, based on well-informed assessment of the risks
- Introduce suitable control measures to prevent ill health – such as back pain – arising from work conditions and practices.

## ENVIRONMENT, HEALTH AND SAFETY INSPECTIONS

**OBJECTIVE** To confirm that all safety measures are in place and, when deviations are found, they are dealt with quickly.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure the undertaking of regular environment, health and safety inspections of the workplace in line with their policies and procedures. These shall provide the business unit with a proactive measure of performance that monitors compliance with the overall environment, health and safety management system(s). Every inspection shall be undertaken to demonstrate compliance with the environment, health and safety management system(s), as well as to provide analysis of the findings in order to ensure that the root cause[s] of non-compliance are identified and eliminated.

## ENVIRONMENT, HEALTH AND SAFETY AUDIT

**OBJECTIVE** To appraise the effectiveness in the workplace of the environment, health and safety management system.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure that regular audits are carried out of business locations in accordance with Saint-Gobain standards, using either 20-Step, 12-Step or ESPR audit tools. The audit shall be designed to provide a feedback loop which enables each business unit to reinforce, maintain and develop the ability to reduce risks to the fullest extent and to ensure the continued effectiveness of the environment, health and safety management system(s). The findings shall be discussed with senior management and an environment, health and safety improvement plan drawn up, detailing the actions, responsibilities and completion dates for compliance with non-conformances identified during the audit process.



# GENERAL ARRANGEMENTS FOR IMPLEMENTING EHS<sup>2025</sup>

## APPOINTMENT AND CONTROL OF CONTRACTORS

**OBJECTIVE** Appointment and Control of Contractors.

The key to achieving healthy and safe working conditions and zero environmental harm is to ensure that environment, health and safety issues are planned, organised and controlled, monitored and reviewed. Systems and controls shall be developed and implemented prior to the commencement of work to establish safe working procedures to prevent hazardous situations arising. Each business unit shall ensure suitable and sufficient arrangements are in place by developing and implementing a procedure for the selection and use of contractors and sub-contractors, incorporating selection, approval, legal compliance, procurement of method statements and risk assessments, monitoring and insurance.

Procurement of contractors and sub-contractors shall always be in accordance with the Saint-Gobain safety standard in relation to control of contractors.

## RISK ASSESSMENT

**OBJECTIVE** To identify hazards and assess risks to employees and others who may be affected by business undertakings.

The purpose of a risk assessment is to assist in determining what measures should be taken to comply with Saint-Gobain's duties under the relevant Saint-Gobain or national and local statutory provisions. Each business unit shall ensure suitable and sufficient arrangements are in place to undertake risk assessment of all significant activities in order to identify the hazards present in any undertaking (whether arising from work activities or from other factors, e.g., the layout of the premises) and then evaluate the extent of risks involved, taking into account whatever precautions are already being taken. The risk assessment shall be suitable and sufficient and identify the significant risks arising out of the work. The assessment shall evaluate the effectiveness of existing control measures and determines any additional measures that may be required.



## MONITORING OF RISK ASSESSMENTS

**OBJECTIVE** To have in place adequate controls and systems to ensure that all risk assessments are monitored and, where necessary, reviewed.

Each business unit shall ensure suitable and sufficient arrangements are in place so that risk assessments are reviewed at regular intervals or immediately if:

- There is any reason to suppose that the original assessment is no longer valid
- Any of the circumstances of the work environment have changed significantly.

Each business unit shall ensure suitable and sufficient arrangements are in place to review risk assessments at regular intervals, the time taken between review being dependent on the nature of the risks and the degree of change likely in the work activity. The review shall form part of standard management practice and shall be incorporated into the health and safety management system of each business unit.

Safe systems of work shall also be reviewed in the workplace to verify that employees are carrying out their function effectively and safely and in accordance with the findings/recommendations of the risk assessment.

## WORK EQUIPMENT

**OBJECTIVE** To ensure that systems and procedures are in place for the provision and safe use of work equipment.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure the provision, use and suitability of all equipment, in line with current Saint-Gobain and national & local legislative requirements. Each business unit shall also develop and maintain a suitable planned preventative maintenance programme for all plant and equipment to ensure that it is kept in a safe condition for use. The programme shall be effectively managed in the workplace by line management or accredited third party and form part of the overall management control process.

## CONTROL OF SUBSTANCES HAZARDOUS TO HEALTH

**OBJECTIVE** To control the exposure of persons and the environment to substances hazardous to health in order to prevent injury, illness or damage.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure the adoption of a rigorous process of assessment in which all the substances used are suitably assessed in order to decide whether the exposure levels in the workplace are likely to cause risks to health and safety. Where applicable, Saint-Gobain specific assessment tools such as TAS / Safehear shall be used to evaluate specific hazardous substances. Documented procedures and controls shall be developed and put in place for the procurement of new materials and substances, control measures, training and instruction of employees, information monitoring, disposal, handling and storage, emergency spillage, medical surveillance, personal protective equipment and the testing and maintenance of plant and equipment.

# GENERAL ARRANGEMENTS FOR IMPLEMENTING EHS<sup>2025</sup>

## PERSONAL PROTECTIVE EQUIPMENT

**OBJECTIVE** To ensure that adequate controls are in place for the correct provision and use of personal protective equipment.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure the control and selection of suitable personal protective equipment is managed. This shall be achieved by ensuring suitable and sufficient assessment, procurement, training in use, issue, wearing of, maintenance, repair and replacement. All personal protective equipment shall be checked on a regular basis to ensure that it is not worn or damaged. Employees shall be trained in the use of the equipment and informed of their responsibilities in wearing and reporting any defects.

## MANUAL HANDLING

**OBJECTIVE** To have in place procedures and systems to ensure that manual handling issues are identified and eliminated or reduced to an acceptable level.

Unsafe manual handling leads to more accidents than anything else. Having identified the operations involving a risk of injury, the next stage is to try to avoid or limit them. Failing that, it may be possible to automate or mechanise an operation, for example, by using a conveyor or a forklift truck.

If the manual handling operation cannot be totally avoided, each business unit shall ensure suitable and sufficient arrangements are in place to ensure that a full risk assessment is carried out, using Saint-Gobain methodology such as PLM, Pristine condition training or any other suitable means of assessment. This will adopt an ergonomic approach that will assess:

- The task being carried out
- The loads being handled
- The environment in which the tasks take place
- The capability of the individuals concerned.

Having completed the assessment, the aim shall be to reduce the risk to the lowest level and to establish a safe system of work. Each business unit shall ensure suitable and sufficient arrangements are in place to ensure that adequate training supports this process and that the assessment is subsequently monitored and reviewed as necessary.



## EMERGENCY PLANNING

**OBJECTIVE** To establish systems and procedures for dealing with emergency situations. These will include contingency arrangements for business recovery.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure the development of an organised emergency / disaster recovery plan for all critical elements of the business. This programme shall be under the control of a formally appointed coordinator, who shall be a member of the senior management. They shall be empowered to delegate authority and to speak on behalf of the company in contacts with Saint-Gobain, government agencies, community organisations and neighbouring industries. All communication with the media should be co-ordinated through the Crisis Communication hotline and in accordance with the policy.

Emergency plans shall identify people with specific tasks and responsibilities under the plan and provide specialist training as necessary.

The plan shall allow for people working under extreme conditions, without the availability of normal services such as telephones, lighting, offices etc.

## FIRE

**OBJECTIVE** To formally identify, evaluate and control the risk from fire.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure that a competent person is formally appointed in writing by senior management at every operational site.

In conjunction with the competent person, each business unit shall ensure that suitable and sufficient arrangements are in place to ensure that a formal written assessment of the risk from fire presented at each operational location within the operational business is carried out and a suitable fire plan developed. This includes all buildings, processes, equipment, plant and materials. Where risks are identified, suitable and sufficient action shall be taken to reduce or control exposure to that risk, such as provision of suitable fire fighting equipment, means of raising the alarm in the event of fire, the provision of adequate means of escape.

Regular inspections shall be carried out in order to ensure that adequate standards of fire safety are maintained in accordance with the risk assessment and developed fire plan. These shall be formally recorded and reviewed for action. Regular fire drills should be conducted in order to validate the effectiveness of the fire control procedures.

## STORAGE OF DANGEROUS SUBSTANCES

**OBJECTIVE** To have in place adequate storage facilities for the storage of dangerous substances.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure that dangerous substances are handled and stored safely, in accordance with Saint-Gobain policies and procedures, national and local legislation and best practice guidelines.

# GENERAL ARRANGEMENTS FOR IMPLEMENTING EHS<sup>2025</sup>

## ACCIDENT, INCIDENT AND ENVIRONMENTAL EVENT REPORTING

**OBJECTIVE** To have in place procedures and systems to ensure that all accidents, incidents and environmental events are correctly investigated and reported so as to identify root and underlying causes.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure that all Accidents, Near Misses, Dangerous Occurrences and Environmental Events are reported in a way that will allow analysis of the situation and implementation of corrective actions in order to avoid reoccurrence. This shall include the requirement to report all incidents in accordance with Saint-Gobain guidelines and via the Safety-On-Line (SOL) and Environment-On-Line (EOL) GAIA reporting modules.

## STATISTICS AND MEASURE OF PERFORMANCE

**OBJECTIVE** To have in place key performance indicators [KPI] which will assist in identifying and controlling areas of potential loss.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure the development of an accident and incident reporting system that allows the collection and analysis of accident and incident data via GAIA or any other approved system, as well as other environment, health and safety performance measures in order to develop a standard list of Key Performance Indicators which can be used to monitor the effectiveness and ongoing implementation of the environment, health and safety management system(s).

## BUILDINGS

**OBJECTIVE** To ensure that all premises are maintained in good repair and effective working order.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure that routine inspection and maintenance procedures are developed to ensure that potentially dangerous defects are identified and that steps are taken to protect those exposed to that hazard until remedial work can be carried out.

The procedures shall allow for the identification, reporting and correction of defects as part of an overall planned preventative maintenance or planned inspection programme. Consideration should be given to the provision and suitability of heating, lighting and ventilation, as well as the suitability of floors, passages and stairs at every operational location.

## WELFARE AND HYGIENE

**OBJECTIVE** To provide adequate and suitable facilities for the welfare of employees.

Each business unit shall ensure suitable and sufficient arrangements are in place to ensure the provision of the best possible standards of welfare and hygiene for all employees. The number of facilities required shall depend upon the number of people employed, gender, availability and access.

These facilities shall include toilets, washrooms (including showers if necessary), lockers and changing rooms, catering or clean rest rooms for eating. They shall be maintained to a hygienic standard at all times.

## GENERAL HOUSEKEEPING INTERNAL AND EXTERNAL

**OBJECTIVE** To have in place procedures and controls for good housekeeping.

Good housekeeping is essential to good safety and environmental management, for without it hazards are often missed until it is too late and an accident occurs. It is fundamental to good business operation, allowing quick retrieval of goods and materials. Each business unit shall ensure suitable and sufficient arrangements are in place to implement procedures for the identification, reporting and correction of bad housekeeping practices.

It is essential that all employees take ownership of housekeeping within their business unit and not leave it to someone else. Wherever practicable, sufficient storage facilities shall be provided to reduce or alleviate the need for clutter.



## HOW WE WILL MONITOR & REVIEW EHS<sup>2025</sup>

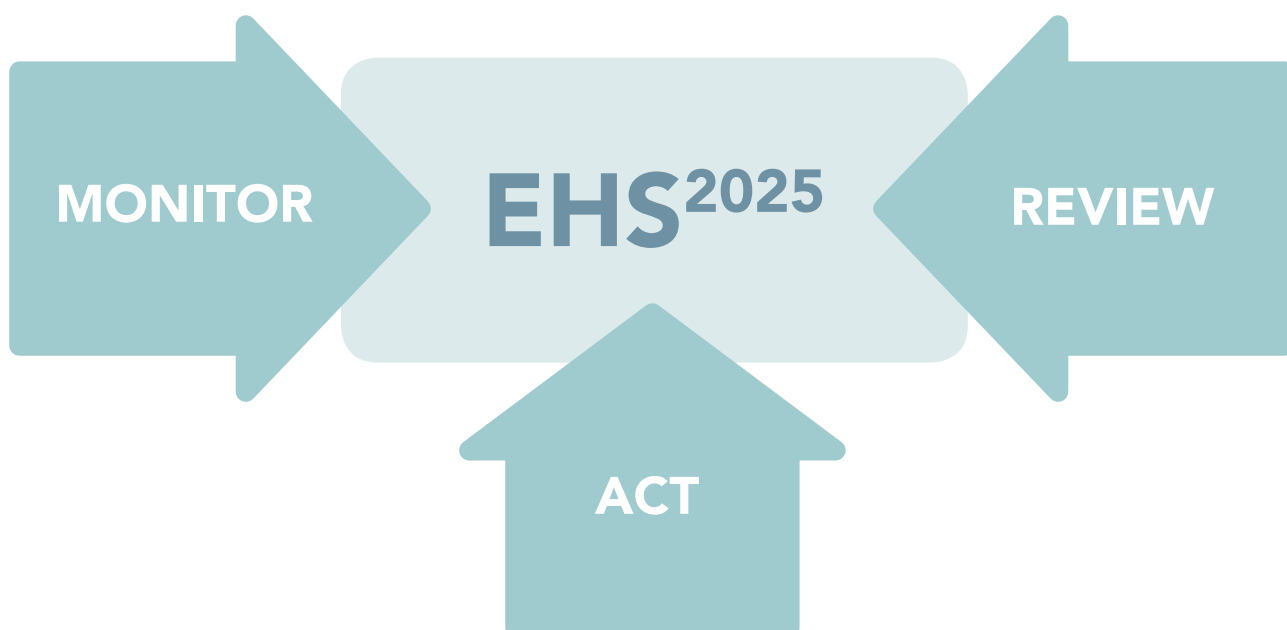
EHS<sup>2025</sup> will be reviewed on a regular basis to ensure consistency with both Saint-Gobain and national and local regulatory requirements in relation to Environment, Health and Safety.

# MONITORING & REVIEW OF EHS<sup>2025</sup>

EHS<sup>2025</sup> will be **reviewed on a regular basis** to **ensure consistency** with both Saint-Gobain and national and local regulatory requirements in relation to Environment, Health and Safety.

**REVIEW OF EHS<sup>2025</sup>  
IS THE RESPONSIBILITY OF  
THE EHS DIRECTOR,  
SAINT-GOBAIN UK & IRELAND.**

Updates established as a result of the review will be notified to the relevant business unit Managing Directors and line management for dissemination through their business unit.









## LIMIT OUR ENVIRONMENTAL IMPACTS

Saint-Gobain's teams are focused on achieving the only acceptable objective, which is zero environmental accidents and a minimum impact on the environment from the Group's activities.



### SHORT TERM

### MEDIUM TERM

### LONG TERM

#### ENERGY, AIR EMISSIONS AND CLIMATE CHANGE

Establish an Energy Reduction Network / Group across the Delegation		
Establish defined business objectives to reduce energy consumption against 2013 baseline (NSP)	Reduce energy consumption by 15% against 2013 baseline (NSP) by 2025 across the Delegation	Post 2025 continue to reduce energy consumption by 5% year on year against the 2013 baseline (NSP) across the Delegation
Establish defined business objectives to reduce CO2 emissions against 2013 baseline (NSP)	Reduce CO2 emissions by 15% against the 2013 baseline (NSP) by 2025 across the Delegation	Post 2025 continue to reduce CO2 emissions by 5% year on year against the 2013 baseline (NSP) across the Delegation
Ensure all UK Delegation businesses comply with the Energy Savings and Opportunities Scheme (ESOS) Regulations	Ensure all UK Delegation Manufacturing businesses comply with subsequent phases of the Energy Savings and Opportunities Scheme (ESOS) Regulations through implementation of ISO50001	Ensure all UK Delegation Manufacturing and Building Distribution businesses comply with subsequent phases of the Energy Savings and Opportunities Scheme (ESOS) Regulations through implementation of ISO50001
Feasibility study to be conducted into the adoption of a Green Transport policy	Consideration into the implementation of a Green Transport Policy across Manufacturing	Consideration into the implementation of a Green Transport Policy across Manufacturing and Building Distribution
	Conduct a feasibility study into an internal carbon tax accounting method to help drive eco-innovation and investment decisions.	
Identify and utilise pilot sites for CARE:4 projects in relation to reducing building energy consumption	Aim to reduce building energy consumption by 30% by 2025 (CARE:4)	Aim to reduce building energy consumption by 75% by 2040 (CARE:4)
Ensure all new equipment purchased into the business is HCFC free.	Ensure all existing equipment containing HCFCs is phased out of service	
	All manufacturing sites have GHG assessments (Scope 1, 2 and 3) and subsequent action plans	All manufacturing site and Building Distribution brands have GHG ASSESSMENTS (Scope 1, 2 and 3) and action plans

#### RAW MATERIALS AND WASTE

Establish a Waste Reduction Network / Group across the Delegation		
Establish defined business objectives to reduce waste to landfill against 2013 baseline (NSP)	Reduce waste (all) to landfill by 50% against 2013 baseline (NSP) across the Delegation. Achieve zero production waste to landfill across all manufacturing businesses	Achieve zero waste to landfill across the Delegation
	All Packaging materials on manufactured products are made from Recycled / Reused Materials	All Packaging materials on manufactured products and those bought-in are made from Recycled / Reused Materials

#### WATER WITHDRAWAL AND DISCHARGE

Establish a Water Reduction Network / Group across the Delegation		
Establish defined business objectives to reduce water discharge against 2013 baseline (NSP)	Reduce water discharges by 80% against 2013 baseline (NSP) across the Delegation	Achieve zero water discharges to the natural environment across the Delegation
Deployment of the S-G Water standard across priority sites (water concerned)	Deployment of the S-G Water standard across all concerned sites	Deployment of the S-G Water standard across all sites
	All sites to quantify and monitor their annual water withdrawal.	All sites quantify and monitor their annual water withdrawal and have action plans to reduce water withdrawal by implementing best techniques and practices

#### BIODIVERSITY AND LAND USE

Establish a Biodiversity Network / Group across the Delegation		
	All manufacturing sites to have carried out Biodiversity assessments and develop action plans to reduce their impacts where appropriate	All manufacturing sites and Building Distribution brands to have carried out Biodiversity assessments and develop action plans to reduce their impacts where appropriate

#### ENVIRONMENTAL ACCIDENTS AND NUISANCE

Establish an Environmental Reporting Group / Network across the Delegation		
All sites to comply with "Saint-Gobain EvE" standard		
	Zero EVE1 by 2020	Zero EVE2 by 2025

#### ISO14001 / SYSTEMS

100% of businesses certified to ISO14001 across the Delegation	Transition to new ISO14001:2015 standard across all businesses by end of 2018	
Less than 5% of sites have E or D maturity levels in the environmental part of their 20-step audits	Zero sites have E or D maturity levels in the environmental part of their 20-step audits	
More than 50% of sites have B or A maturity levels in the environmental part of their 20-step audits	100% of sites have B or above maturity levels in the environmental part of their 20-step audits	100% of sites have A maturity levels in the environmental part of their 20-step audits

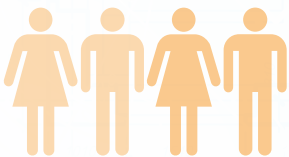


## INVENT SUSTAINABLE BUILDINGS

Saint-Gobain designs, manufactures and distributes building materials and high performance materials, providing innovative solutions to the challenges of growth, energy efficiency and environmental protection.

## ENCOURAGE EMPLOYEES PROFESSIONAL GROWTH

The objective of Saint-Gobain's human resources policies is to support the Group's development in a working environment that fosters personal and professional growth for all employees.



## TAKE ACTION ACROSS THE VALUE CHAIN

Saint-Gobain's size and worldwide scope give it a special responsibility in raising stakeholders' awareness to the challenges of CSR and in promoting exemplary practices.

SHORT TERM	MEDIUM TERM	LONG TERM
ECO INNOVATION		
Develop and implement a training programme to develop key people in each business to understand and apply the Saint-Gobain Eco-Innovation Process	Develop and implement a change management process that considers all new modifications and developments of processes and equipment, to include EHS Assessments and comply with EHS Standards	Develop and implement a long-term sustainable eco-innovation programme to cover the four pillars of technical; economic; environment; social considerations
		Further expand the change management process to include products and investments as part of EHS Assessments and Standards
LIFE CYCLE ASSESSMENT		
Implement a programme to ensure Life Cycle Assessments and verified Environmental Product Declarations are available for all manufactured product groups related to habitat, energy and transport markets	Expand the programme to ensure Life Cycle Assessments and verified Environmental Product Declarations are available for all manufactured products across all markets	Expand the programme to ensure Life Cycle Assessments and verified Environmental Product Declarations are available for all products both manufactured and procured
WORLD CLASS HEALTH AND SAFETY PERFORMANCE		
TF1 below 1 per million hours worked across all Delegation. TF2 below 3 per million hours worked across all Delegation	TF1 and TF2 at zero per million hours worked across all Delegation	Continue to work towards eliminating TF3 accidents across the Delegation
Conduct a feasibility study on the certification to ISO45001 across the Delegation business units	Achieve ISO45001 certification across all manufacturing sites	Achieve ISO45001 certification across all manufacturing sites and Building Distribution brands
100% compliance (self-assessment) with all S-G standards across all Sites	100% compliance (self-assessment) with all S-G standards across all Sites	100% compliance (self-assessment) with all S-G standards across all Sites
Conduct a feasibility study into harmonising an EHS training matrix offer across all Delegation business units	Implement harmonised EHS training matrix offer across all Delegation business units	Facilitate a centre of excellence to deliver world class EHS learning and development in conjunction with the harmonised EHS training matrix offer
Zero sites to have E maturity levels in the health and safety part of their 20-step audits	Zero sites to have D or lower maturity levels in the health and safety part of their 20-step audits	
More than 50% of sites have B or A maturity levels in the health and safety part of their 20-step audits	100% of sites have B or above maturity levels in the health and safety part of their 20-step audits	100% of sites have A maturity levels in the health and safety part of their 20-step audits and to have commenced a behavioural safety programme
No Building Distribution site to incur an ESPR rating below 55%	No Building Distribution site to incur an ESPR rating below 60%	No Building Distribution site to incur an ESPR rating below 70%
OCCUPATIONAL HEALTH AND WELLBEING		
Promote Fit 4 Work / Fit 4 Life Health and Wellbeing platform across Delegation business units	Embed Fit 4 Work / Fit 4 Life Health and Wellbeing platform across Delegation business units	
	Reduce the average health age of the Delegation business units by 5 years against 2014 benchmark	Reduce the average health age of the Delegation business units by 10 years against 2014 benchmark
	Increase positive responses to employee survey health and wellbeing questions by 25% against 2014 benchmark data	Increase positive responses to employee survey health and wellbeing questions by 50% against 2014 benchmark data
NOS surveys and action plans to be implemented for all Manufacturing businesses	NOS surveys and action plans to be implemented for all Manufacturing and Building Distribution businesses	Noise reduction achieved at source for all equipment to avoid the use of PPE to reduce exposure
Review 2015 Toxic Agents Standard for implementation in all businesses	Utilise SafHear to manage all substances across manufacturing businesses	Utilise SafHear to manage all substances across manufacturing and Building Distribution businesses
Review feasibility of implementing stress management standards across all Delegation business units	Develop and implement stress management standards across all Delegation business units	Reduce the average health age of the Delegation business units by 5 years against 2014 benchmark
Undertake an ergonomic risk assessment of activities and develop action plans to reduce ergonomic risk across all Delegation business units	Implement action plans to reduce ergonomic risk across all Delegation business units	Recruit ergonomist for each business unit to drive elimination strategy for ergonomic risk across all Delegation business units
LEARNING AND DEVELOPMENT		
Undertake a review of learning and Development skills across the Delegation EHS community	Implement a competency framework model for EHS practitioners with Delegation business units	
Conduct a feasibility study into harmonising an EHS training matrix offer across all Delegation business units	Implement harmonised EHS training matrix offer across all Delegation business units	Facilitate a centre of excellence to deliver world class EHS learning and development in conjunction with the harmonised EHS training matrix offer
RESPONSIBLE PURCHASING		
A Responsible Sourcing Policy to be developed to address purchasers and suppliers across all Delegation businesses	Achieve certification for responsibly sourced construction products (i.e. BES6001) across key businesses/product families	Achieve certification for responsibly sourced products (i.e. BES6001) across all manufactured and bought-in product families
RAISING AWARENESS AMONG STAKEHOLDERS		
All MDs to attend EHS Leadership programme	All Senior Management to attend EHS Leadership programme	All staff to attend EHS Leadership programme
All businesses engaged in promotion of pledges made to the Public Health Responsibility Deal	All businesses to actively engage in additional pledges to support the Public Health Responsibility Deal	All businesses engaged in all pledges made to the Public Health Responsibility Deal

# CONTRIBUTORS

## TO THE DEVELOPMENT OF THE EHS<sup>2025</sup> BLUEPRINT FOR SUCCESS

The EHS<sup>2025</sup> Blueprint for Success identifies a collaborative effort to improve environment, health and safety in a collective way to achieve world-class EHS performance to support our CSR ambitions. The contributors to the development of this Blueprint for Success are:

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