



Safety and Health Policy

Commitment and Principles

Safety is a fundamental value of Schindler. It is implicit in our products and services and in the way we work. We do not compromise on the safety and health of those who work for our business.

We believe that all injuries, work-related illnesses and accidents are preventable, and we strive for the highest standards of safety and health performance.

Our safety culture is based on prevention, hazard awareness, continuous improvement and compliance with carefully-developed procedures. Through this culture we will make rapid progress in our performance. By the nature of our business, most of our people work independently: hence the safety culture will only be fully effective when each one of us personally and instinctively adopts and conforms to it.

Schindler Australia complies with applicable law, this Policy and the Group Safety Standards. It shall also implement additional measures from time to time to meet specific identified risks.

Paolo Beltrame
Managing Director

Safety and Health Policy

Commitment and Principles



Schindler Lifts Australia provides installation and service for lifts, escalators and moving walks and is committed to adhering to Australian Standards AS1735 and AS/NZS 4431 or equivalent as part of the design and installation practices.

Schindler acknowledges the inherent risks associated with installation and service activities such as electric shock, fall and crushing injuries. As such it is therefore a Schindler Australia objective to provide a safe environment for all workers, subcontractors and the public in order to eliminate all workplace injuries.

Paolo Beltrame
Managing Director

Safety and Health Policy

Responsibility



Each worker is responsible for the safety consequences of what he or she does or fails to do. Each of us shall maintain a high level of safety awareness at work, comply with all applicable safety rules and work instructions, promptly report all accidents, safety incidents and unsafe conditions to our supervisor, warn those who might be at risk from hazards where we are working, and where possible protect them from these hazards until the risk is no longer present.

Paolo Beltrame
Managing Director

Safety & Health Policy

Rehabilitation



Line managers, at all organizational levels, have direct responsibility for implementing this policy and Group Safety Standards as they apply to their areas of responsibility. They train, communicate, reinforce, ensure compliance and lead by example. They establish goals, measure results, implement improvement plans and hold themselves and their people accountable for performance. The Management Board is additionally responsible for the periodic review and approval of this policy and the Company Safety Standards.

Safety and Health specialists are expert advisors to line management on safety and health issues. They may be assigned responsibility for specific elements of the safety and health system and initiatives, without diluting the overall responsibility of line management.

Other functional specialists (for example in product line management and research and development) are responsible for ensuring that their work output fully reflects the requirements of this Policy, the Company & Group Safety Standards and applicable law.

Paolo Beltrame
Managing Director

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Rehabilitation



Schindler is committed to the rehabilitation of employees who are injured or who develop an illness or disease in the course of their employment with us.

Schindler will take all practical steps to prevent or minimise the occurrence of occupational injury and illness by providing a safe and healthy workplace.

Schindler is committed to the early implementation of rehabilitation when the need arises. Schindler will promote an early return to work and make every effort to provide appropriate suitable duties, in line with relevant legislation, that meet the employee's needs and which are consistent with medical opinion. Schindler will also provide support to employees during the course of their rehabilitation to minimise the effects of the injury or illness.

In order to ensure that rehabilitation is effective Schindler will consult with employees to develop a safe and durable return to work program. Schindler will engage accredited Rehabilitation Providers where appropriate to facilitate recovery and a return to pre-injury duties.

Schindler recognises the benefits of workplace rehabilitation and will ensure that as far as practicable no employee is disadvantaged whilst participating in a rehabilitation program.

Schindler will maintain confidentiality of written and verbal information.

Rehabilitation programs shall be coordinated by Return to Work Coordinators appointed in each region.

Employees shall cooperate with rehabilitation programs.

Paolo Beltrame
Managing Director

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Consultation & Safety Committees



Schindler shall encourage and develop an on-going commitment to health and safety through open communication and consultation with all workers.

Safety Committees shall be set up in each region with the mandate to:

- Ensuring all workers are adequately informed and involved in safety issues
- Effect early hazard identification and control.
- Conduct regular and effective committee meetings covering all aspects of Schindler processes.
- Facilitating a commitment to safety improvement.
- Drive an open and effective safety communication policy.
- Developing effective monitoring and risk control measures.
- Monitor the issue and availability of PPE.
- Ensuring that regular safety training and information sessions are held.
- Encouraging all workers to be engaged in achieving the right safety outcomes.

Paolo Beltrame
Managing Director