



# The Eurofins Group Health and Safety Policy

The Eurofins Group is committed to providing a safe working environment, and providing a safe and suitable environment for all those present at Eurofins' premises.

*Message from Eurofins CEO, Dr. Gilles Martin*



## THE EUROFINS STANCE TOWARDS HEALTH AND SAFETY

The Eurofins Group<sup>1</sup> is committed to providing a safe working environment, and providing a safe and suitable environment for all those present at Eurofins' premises, as set out in the Eurofins Group Code of Ethics:

***“Health and safety is a natural priority and a core element of all of our activities.”***

The Eurofins Group aspires to maintain a working environment which prevents work-related accidents, injuries or illness. In line with this aim, it is critical that all Eurofins leaders, directors and employees (referred to in this Policy as “**Eurofins Members**”) as well as any person acting for, or on behalf of, any Eurofins Company (referred to in this Policy as “**Associate**”)<sup>2</sup> take ownership of health and safety in the work place, and ensure that any unhealthy or unsafe working practices or conditions are promptly stopped and reported appropriately.

## HOW THIS POLICY WORKS

This Policy sets out Eurofins Group's approach in relation to the assessment and control of health and safety risks arising from business activities.

As health and safety matters are governed by local laws, this Policy has to be read as recommendations and guiding principles, not as a legally binding document committing any Eurofins Company. It needs to be implemented in local policies, rules and processes by each Eurofins Company according to the locally applicable laws.

This Policy provides guiding principles applicable to all Eurofins Members and Associates. However, this Policy does not form part of any contract of employment or service and it may be amended by the Eurofins Group at any time.

This Policy should be read in conjunction with the [Eurofins Group Code of Ethics](#).

## RESPONSIBILITY

The Eurofins Group will keep this Policy under regular review to ensure it is achieving its aims. Recommendations for any amendments to this Policy should be submitted to the Health and Safety Leader<sup>3</sup> in the first instance. Only the amendments approved by and within each Eurofins Company according to the laws of their jurisdiction are binding.

The Health and Safety Leader will have day-to-day responsibility for health and safety matters.

All Eurofins Members and Associates share responsibility for achieving safe working conditions. Each and every Eurofins Member and Associate must take care of their own health and safety and that of others, observe applicable safety rules and follow instructions for the safe use of equipment/systems.

All Eurofins Members and Associates must immediately on becoming aware report any health and safety concerns to the Health and Safety Leader and immediately cease work if unsafe conditions arise.

Eurofins Members and Associates must co-operate with the Health and Safety Leader in respect of health and safety issues, including, but not limited to, the investigation of any incident. Failure to comply with this Policy may be treated as misconduct and dealt with as a disciplinary matter where appropriate.

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<sup>1</sup> Eurofins or Eurofins Group or “we” means Eurofins Scientific SE and any entity directly or indirectly controlled by it, each individually referred to as a “Eurofins Company”.

<sup>2</sup> The terms leader, director, employee, Eurofins Member, Associate and any other terms designating persons or groups of persons as well as the terms “he” or “she” in this Policy are not meant to specify any gender and are to be read as being strictly non-discriminatory.

<sup>3</sup> The Health and Safety Leader is appointed by the President or Managing Director of each Eurofins Company. If no appointment is made, the President or Managing Director of the respective Eurofins Company will take this role.



## COMMUNICATION AND TRAINING

The Eurofins Group will inform and consult with Eurofins Members and Associates regarding health and safety matters where possible.

The Health and Safety Leader will receive the appropriate training to carry out their functions effectively. The Eurofins Group will also ensure that Eurofins Members and Associates are given adequate training and supervision to perform work competently and safely.

The Health and Safety Leader is responsible for informing and consulting staff about health and safety matters.

Eurofins Members and Associates will be given a health and safety induction and provided with adequate training and supervision to perform work competently and safely.

The Health and Safety Leader is responsible for implementing inductions and training.

## EQUIPMENT

Equipment must be used in accordance with any formal instructions given in respect of its operation. Any equipment that is faulty or damaged must immediately be reported to the Health and Safety Leader.

No Eurofins Member or Associate must attempt to repair equipment unless trained to do so.

The Health and Safety Leader is responsible for ensuring equipment safety and maintenance.

Eurofins Members who habitually use a computer screen or other display screen equipment as a significant part of their work should try to organise activity with frequent short breaks from looking at the screen.

## ACCIDENTS IN THE WORK PLACE

The Eurofins Group is committed to ensuring a safe working environment which minimises the risk of work place accidents.

However, if accidents and injuries at work do occur, they must be immediately reported to the Health and Safety Leader and appropriately recorded.

The Health and Safety Leader is responsible for investigating any injuries or work-related disease, preparing and keeping accident records, and for submitting reports to the relevant authorities if required.

Details of first aid facilities and the names of any trained first aiders must be displayed.

## SICKNESS IN THE WORK PLACE

The Eurofins Group is dedicated to the provision of a healthy working environment for all Eurofins Members and Associates.

Any Eurofins Member who is unable to come to work due to illness or other reasons must inform their direct supervisor via telephone or email stating the reasons for their incapacity for work and the expected duration of their absence from work.

In the event of incapacity to work due to illness for a prolonged period as defined by local regulations and policies, a medical certificate stating the incapacity to work and the probable duration thereof must be submitted to the local human resources team.

Eurofins Members must refrain from acting in a manner that impedes their recovery and/or causes the infection of other Eurofins Members.



## NATIONAL HEALTH ALERTS

In the event of an epidemic or pandemic alert, Eurofins will organise business operations and provide advice on steps to be taken by staff, in accordance with official guidance, to reduce the risk of infection at work as far as possible. Any questions should be referred to the Health and Safety Leader.

It is important for the health and safety of all Eurofins Members and Associates that instructions issued in these circumstances are strictly and promptly complied with.

## FIRE SAFETY

The Eurofins Group is committed to reducing the risk of fire-related incidents in the work place.

The Health and Safety Leader is responsible for ensuring fire risk assessments are undertaken and implemented.

Eurofins Members and Associates need to familiarise themselves with the applicable fire safety instructions.

Fire drills will be held regularly and must be taken seriously.

## RISK ASSESSMENTS

The Health and Safety Leader must carry out general workplace risk assessments periodically. The purpose is to: (a) assess the risks to health and safety of Eurofins Members and Associates as a result of business activities, and to identify any measures that need to be taken to control those risks; and (b) determine that the workplaces (including equipment/systems) meet any applicable legal and regulatory requirements with regards to safety.

Measures will be taken to avoid or reduce activities which could cause injury (manual handling) and to provide training on manual handling as necessary.

The use of hazardous substances at work will be avoided wherever possible and less hazardous alternatives will be used where available. Training on the control of substances hazardous to health will be provided as necessary. Personal protective equipment shall be provided where there are risks that cannot be adequately controlled by other means.

The Health and Safety Leader is responsible for workplace risk assessments and any measures to control such risks.

## GENERAL QUERIES

Individuals are encouraged to communicate any questions about this Policy and its application to their direct supervisors or relevant Eurofins legal department. If you are unsure who to speak to, or if you would prefer to communicate questions beyond the Company that you work for, please contact Compliance Helpline on the Company's intranet site (DMS).

On behalf of the Eurofins Group Operating Council

Dr. Gilles Martin  
Chief Executive Officer

