

Policy – 001

Health and Safety

Under our Standards of Conduct, each Gilbarco Veeder-Root company (collectively, “GVR”) is committed to maintaining a safe and healthy workplace for every associate. It is thus GVR’s policy to do all that is reasonably practicable to protect the health and safety of all GVR associates in the performance of their work, as well as the health and safety of our customers, suppliers, guests, and others who come into contact with a GVR workplace or associates performing GVR work. GVR regards the local health and safety laws and other legal requirements as a minimum standard but is committed to maintaining a strong health and safety culture and the continual improvement of its health and safety systems, processes, and standard work.

GVR’s aspiration is to achieve a zero accident and incident workplace. Health and safety is an integral part of our business activity and high standards of management of health and safety must be pursued with the same vigour as other managerial objectives. Specifically, GVR management aspire to ensure that everything is done to prevent personal injury or ill health by:

- providing and maintaining safe and healthy working conditions;
- undertaking and recording risk assessments of relevant activities and implementing actions to reduce those risks to a level as low as is reasonably practicable;
- providing training and instruction so that associates, at all levels, know how to perform their work safely;
- providing all necessary protective safety equipment and instruction in its use; and
- periodically auditing and reviewing systems of work to maintain compliance with health and safety laws and local GVR company safety rules and procedures.
- providing mechanisms to enable managerial / non-managerial workforce to set objectives, reporting concerns & improvement initiatives.
- using our operations review, quarterly safety committee meeting & management review to set & monitor our objectives.

Management, and through them supervisors, have the overall responsibility to ensure that safety requirements are met and they have our full support in this objective; however, each GVR associate is responsible for complying with health and safety laws and legal requirements as well as GVR global and local health and safety policies and procedures. Specifically, in performing work on behalf of GVR, GVR associates must co-operate and assist in the implementation of this policy by:

- working and behaving in a fashion that takes reasonable care for the health and safety of themselves and others;
- adhering to GVR and local company systems, procedures, policies, and other rules for securing a safe place of work;
- reporting incidents and assisting as required in the investigation of accidents that have led, or could have led (“near misses”), to injury or damage;
- ensuring all safety aids and protective equipment provided for safe working are always used for this purpose and not interfered with or misused;
- ensuring all articles designed and manufactured, installed and serviced are, so far as is reasonably practicable, safe and without risk to health when properly used;
- to the extent applicable and reasonable, complying with the health and safety rules and processes of our customers; and;
- complying with workplace security arrangements of each GVR workplace and, to the extent applicable and reasonable, the workplaces of our customers and suppliers.

Breach of this policy, a local health and safety rule, process, or policy may be interpreted as gross misconduct and subject to discipline, up to and including termination. Associates who have questions related to this policy, or who in good faith believe this policy has been or will be violated, have an obligation to Speak Up! to their supervisor or manager, a more senior supervisor or manager, a member of the GVR EHS, Legal, or HR teams or your local Integrity Representative.

Signed by:

Managing Director GVR Europe

Trevor Sinkinson



Date: 14.9.2022

HSE Director GVR Europe

Kaarina Mäkynen



Date: 14.9.2022