

GDF SUEZ

BY PEOPLE FOR PEOPLE

European Maintenance Support

# Response to safety behaviour

We work safely, or we don't work at all!



# EMS puts Safety first!

That's why we've agreed on a number of important safety rules within EMS. If you don't observe these rules, or if on the contrary you support safety within EMS with exemplary safe behaviour, there can be a response in the form of red, yellow or green cards.

Policy regarding this response to safety behaviour applies to contractors and their employees, as well as EMS personnel.

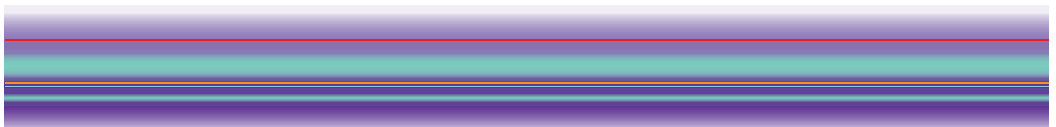
Contractors are always free to place additional sanctions on their own people, according to their own policy.

## YOU CAN GET **A GREEN CARD** IF YOU:

- demonstrate pro-active safety behaviour, in a structural way.
- challenge colleagues about unsafe behaviour.
- take initiatives to raise the level of safety.
- take action to improve safety.
- ...



**Green cards are awarded by the EMS management or the EMS project management.**



## YOU CAN GET **A YELLOW CARD** IF YOU:



- smoke where it is not permitted or fail to comply with signs.
- fail to wear the obligatory Personal Protection Equipment.
- deviate from the work instructions and/or work permit.
- fail to comply with cleanliness and tidiness, causing danger as a result. (e.g. blocking escape routes or creating dangers of tripping or falling material)
- fail to comply with policy on the use of mobile phones in the workplace.
- don't comply sufficiently with Our Life Saving Rules.
- ...

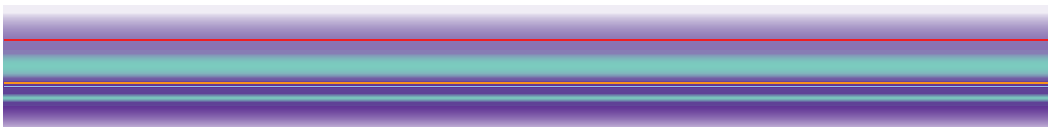
## YOU CAN GET **A RED CARD** IF YOU:



- are in possession/under the influence of alcohol or drugs at work
- work without work instructions or work permit
- work without protection against falling (where obligatory)
- make alterations to scaffolding without permission
- remove protection or safety measures without permission
- fail to comply with the ban on smoking in explosion or fire risk areas
- deliberately use work materials or equipment without a valid certificate
- seriously deviate from Our Life Saving Rules
- ...

**EMS managers can give Yellow and Red cards.**

**The EMS management and the EMS project management are the ones who decide on consequences.**



# Consequences

A record of all cards given out is kept in a register by EMS H&S. Yellow cards lapse **after three months** if no new warnings are given in the meantime.

## REWARD:

- Letter stating the reasons for the green card.
- Publication.
- Appropriate recognition/talk with company management.

## WARNING:

### 1 x yellow:

- You and your manager are challenged about your unsafe behaviour.
- You are warned of the consequences of getting another yellow card.
- A letter is sent to the company for which you work.

### 2 x yellow = red!

## SANCTION:

### 1 x red:

- You are removed from the project and blacklisted.
- Your company is informed of your sanction by letter.
- Discussions are held between EMS and the company for which you work to agree on measures for improvement, which must always be guaranteed by the EMS internal reporting system.

### 2 x red for the same company:

- Not only the employee but also the manager can be removed from the project.
- Discussions are held between EMS and the company for which you work.

**Repetition can have consequences for your company.**

**For more info, get in touch with your EMS contact person.**

