



Aperam

Health and Safety day

Employee training

Safety

Challenge

Our challenge was also to hold our first group-wide Health and Safety Day in order to introduce our global workforce to our zero-accident culture. As a new company, we wanted to engage and motivate our employees through this active awareness-raising event. The aim was to develop a safety culture which is embraced at every Aperam site and to transform our workplace into the safest workplace in the industry.

Action

Prior to the actual event, Aperam's Health and Safety (H&S) Committee prepared a programme of events for the day. The H&S Committee developed standards, exchanges of good practices, guidelines and a H&S roadmap for 2011.

Some of the actions planned for the actual Day included re-examining safety procedures, an exchange of good practices on fair play roll-out, thinking before acting, safety for newcomers, and many more.

The main driver of Aperam's H&S Committee is our belief in proximity management. The following principles guide our actions:

- All injuries and work related illness can and must be prevented.
- Management is directly accountable for health and safety performance.
- Communication to employees and involving them in training is essential.
- Everybody has a role to play in preventing injuries and illness.
- Excellence in health and safety supports excellent business results.

- Health and safety must be integrated into our business management processes.

Using these drivers, each site was able to prepare activities that would build on, and enhance our safety culture.

Members of Aperam's Management Committee, Board Members and all leaders have taken part in the actions.

Outcome

Health and Safety Day took place on 28 April 2011. Out of hundreds of activities, key highlights included:

- In some locations, up to 100% of employees participated in the event. This was the case in Rodange, Imhua, Barranquilla, Ibérica and Detroit.
- Many constructive safety related exchanges took place between production and administrative employees.
- Senior management visited several plants across the Group. In addition to their participation in the activities with the local teams, they also carried out shop-floor safety audits.
- Subcontractors took part in the event and workshops were run in cooperation with them at many sites.
- In Timoteo, Gueugnon and Chatelet, local authorities and neighbourhood committees participated in the activities and even organised stands.

During 2011, Aperam's Health and Safety performance improved notably. Our lost-time accident (LTA) frequency rate for employees and contractors dropped

to 0.7 per million worked hours. This represents an improvement of 65% compared to 2010 figures.

This improvement was achieved without resorting to restricted work (RW). The RW frequency rate has also improved by 35% compared to 2010.

Aperam's H&S Committee is currently preparing the 2012 edition of our Health and Safety Day.