

The Policy of Safety & Health at Work

Safety first

We believe that sustainable success can be reached only through people. No other asset in the company is as important as the people that contribute with their work to our culture and our business results.

Therefore, we devote all the necessary energy and attention to protect employees, contractors and any other people involved with the company along the value chain, including suppliers, customers and the public. This Policy on Safety and Health at Work is based on the Corporate Business Principles which are binding for the whole Fiat Group.

Compliance

To be at the forefront of accident prevention in the industry, we implement in all our sites the mandatory Occupational Safety and Health Management System, which define the orientation of commitment and compliance with relevant legislation and other requirements to which the organization has agreed.

Strong safety and health organisation

We believe that accidents are preventable and therefore we integrate Safety and Health in the management of our business in such a way that all activities are considered with a perspective of prevention of all types of accidents and protection of the people at work.

To advance a strong safety culture that effectively prevents accidents; we establish local safety and health organisations that provide specialist advice to managers and employees.

We commit to perform systematic identification of hazards and to manage them with appropriate risk assessments and subsequent actions to minimise danger.

Leadership and participation

Our job is to recognise the critical role of senior management to ensure a safe and healthy work environment.

As an integral part of managing the business, managers – at all levels – are accountable for managing workplace health and safety with strong leadership and credibility. Their annual objectives include a contribution to the safety culture and performance.

To reinforce an already strong safety culture, we set ambitious goals and high standards, as part of its Occupational Safety and Health management process.

At the same time, we judge that employee involvement is indispensable to establish and maintain safety and health in the workplace. Respect of safety principles, standards and procedures is a condition of employment. Conversely, employees are empowered to:

- challenge any unsafe acts they see or perceive;
- put a task on hold if they judge that safety is not adequate, until a competent person takes appropriate risk control measures.

Employees are responsible for working in a safe manner to prevent injury to themselves, fellow workers and other persons. They are asked to become actively involved in programmes to improve health and safety performance in the workplace.

Continuous improvement

Our Occupational Safety and Health management system is based on the concept of continuous improvement. We improve constantly our performance by designing and adapting processes, work practices and systems in the direction of better ergonomics and greater safety.

We base our improvement on the monitoring of safety and health performance as well as on the analysis of incidents that produce injuries and of workplace activities whose cumulative effects may lead to illnesses.

Behavioural approach

We attribute the highest importance to people's behaviours as the main factor for the prevention of accidents.

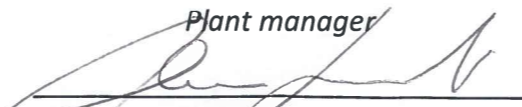
We believe that every time an accident occurs, the root causes can be traced to someone's behaviour. Therefore, we implement programmes that encourage employees to engage in dialogue – with peers and management – about safe and at risk behaviours.

Communication, education and training

We build a proactive safety culture by:

- driving the implementation and continual improvement of the Occupational Safety and Health Management System through communication with employees, contractors and others;
- educating, training and equipping employees to ensure that they are empowered to avoid unsafe situations and to respond rapidly to unexpected events;
- influencing training and educating contractors, suppliers and community.

Kragujevac, January 2016

Plant manager

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