

**GHSS**  
 (Gestamp Health & Safety System)  
 A COMPREHENSIVE SYSTEM  
 WITH ITS OWN MARK

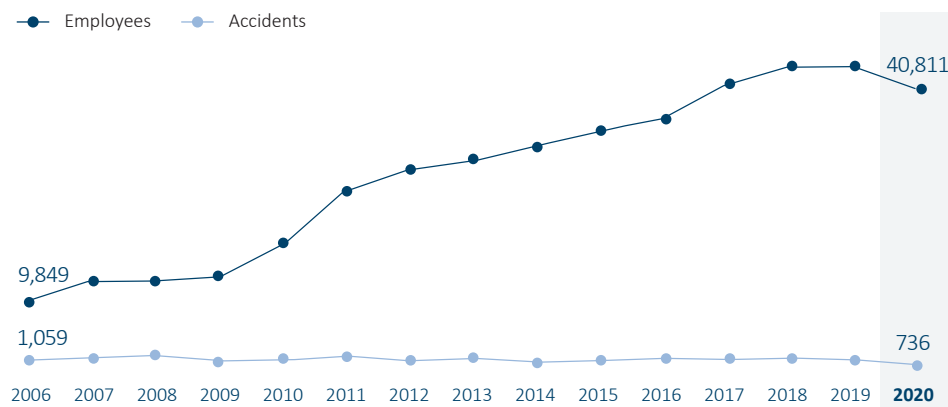
**GESTAMP'S COMMITMENT TO CONSOLIDATE  
 A SAFE AND HEALTHY ENVIRONMENT**

**INTRODUCTION**

Gestamp is firmly committed to ensuring a safe and healthy working environment throughout the company. Since the Group began global monitoring, it has evolved from a classic accident control to having its own integrated management system, based on a scorecard developed internally, which is continuously evolving.

This integrated management system, Gestamp Health and Safety System (GHSS), encompasses all the Group's production plants.

**Group growth vs. Accidents with sick leave**



*“Since the creation of the indicator 15 years ago, the number of accidents has been reduced by 31%, whilst the number of employees has increased by 314%”*



# EVOLUTION

## From the beginning up to 2006: Management with accident rates

Until 2006, we only worked with traditional accident rates. These refer to our own employees and those of subcontractors or temporary employment agencies that carry out the required jobs for our activity.

## 2006: Creation of GHSI, Gestamp Health & Safety Indicator

Accident rates are affected by external factors, social security and cultural differences, amongst others, which does not allow us to compare the safety performance level.

Because of this, in 2006 the GHSI was created, an indicator that goes beyond international standards.

It is first implemented in the plants in Spain and Portugal and subsequently worldwide, reaching 100% coverage.

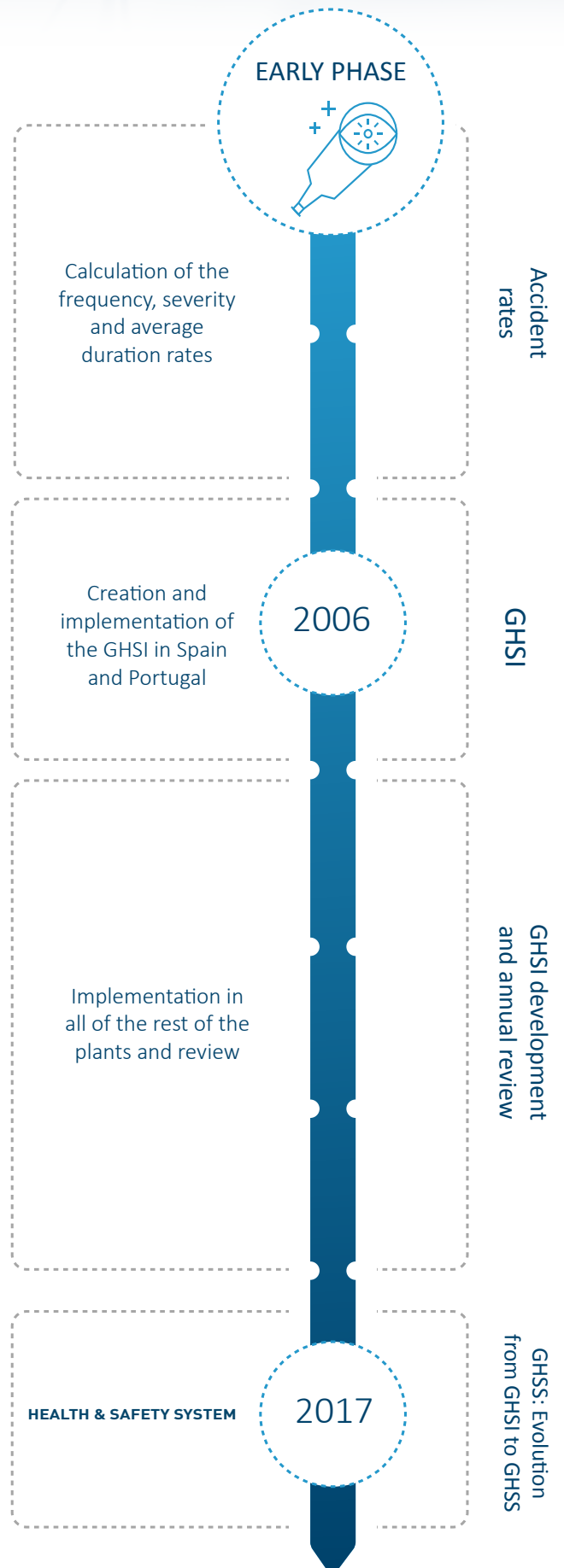
This indicator maintains the same level of demand in all production plants and is adapted to the peculiarities of our business.

The analysis of various factors allows Gestamp to implement working and health and safety management conditions that are safe and adequate to the needs of its activities. On a quarterly basis, all production plants are required to report on the improvements made and, every two years, all plants are audited in full.

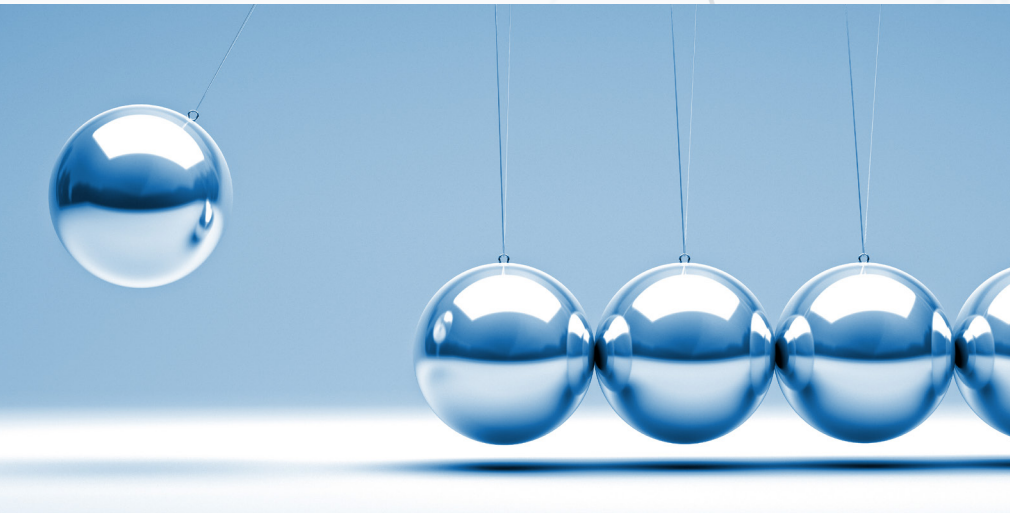
## 2017: Consolidation of GHSS, Gestamp Health & Safety System

Since 2017, the Group has had an integrated system in place at all organizational levels, with all departments involved and with the support of Regions, Divisions and Corporate.

It is implemented in 100% of the production plants.



# HEALTH AND SAFETY MANAGEMENT SYSTEM



*The GHSS Management System covers all fields of activity and is integrated at all levels of our organization*

## PROFESSIONALISM

**A large team of professionals** dedicated to health and safety, from Corporate to the plant, whose aim is to provide criteria when it comes to making improvements and undertaking new projects.

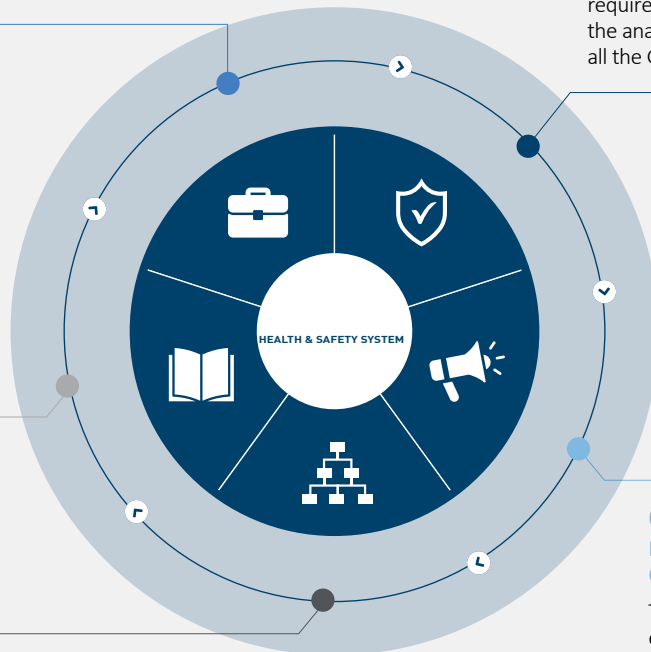
**Experts in working conditions and health and safety management** who look for best practices and solutions and set the direction of the system.

## MEASUREMENT

**Gestamp's Health and Safety Indicator (GHSI)** is a proprietary tool, designed and adapted to the particularities of the company's activity, reaching levels of demand higher than those required by international standards. It allows the analysis of 78 factors on an equal basis in all the Group's plants.

## EXPERIENCE

**Creation of publications and support**  
Documents such as Safety standards, Management guides, Technical reports and Good practices.



## COMMUNICATION

**IT applications and Web Communities that support the system**

The IT applications allow to control everything related to GHSI: quarterly reviews, audits and reports; while through the web Communities, discussion forums and document repositories are generated. Moreover, information is shared with all the plants.

## INTEGRATION

**Collaboration with other corporate departments** to make Safety and Health a point to be considered in new projects, full integration is sought: layout design, purchase of machinery and facilities, training, corporate policies. In 2018, the Health and Safety team participated in numerous audits and several collaborative projects with 8 key areas of the Group such as Industry 4.0, GPCS, Standardization, Purchasing or Sustainability.

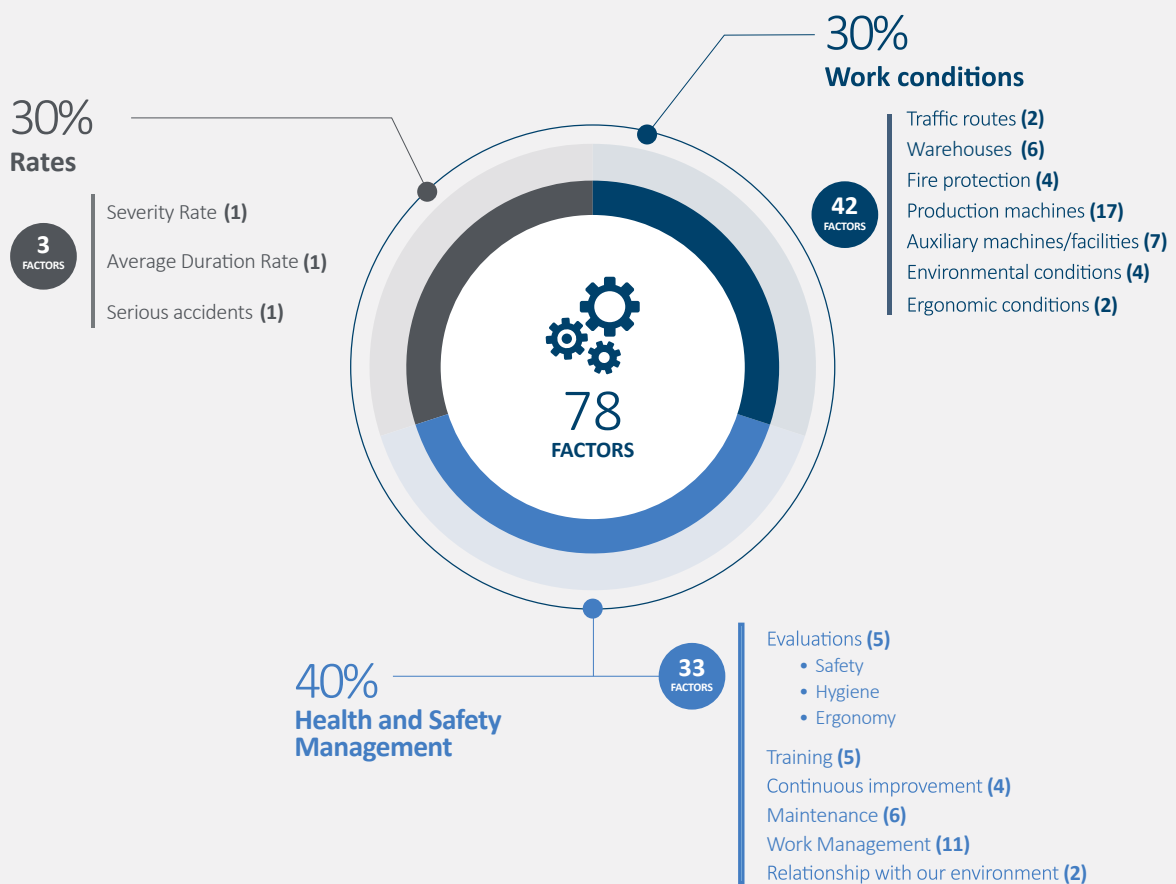
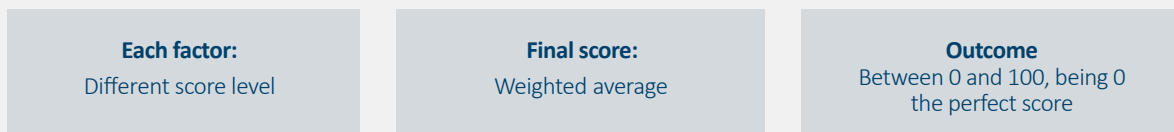
# GHSI INDICATOR

The Gestamp Health & Safety Indicator (GHSI) is a tool that enables the same standard to be applied to all the plants of the Group, irrespective of size, production process or country. Furthermore, it makes it possible to evaluate and compare the health and safety performance of each and every plant using common criteria.

In its latest version, the Indicator (GHSI) is composed by 78 factors divided into 3 large blocks: Rates, Working Conditions and Health and Safety Management.

Each factor has a different weight, depending on the importance or magnitude of the associated risk. In addition, different safety levels are assigned to each factor. The greater the hazard or risk, the greater the weight.

The final score we have is a weighted average ranging from 0 to 100, with 0 being the most favorable situation.



## USES OF THE INDICATOR

Accurately assess safety performance based on plant conditions and improvement endeavors that they have undertaken.

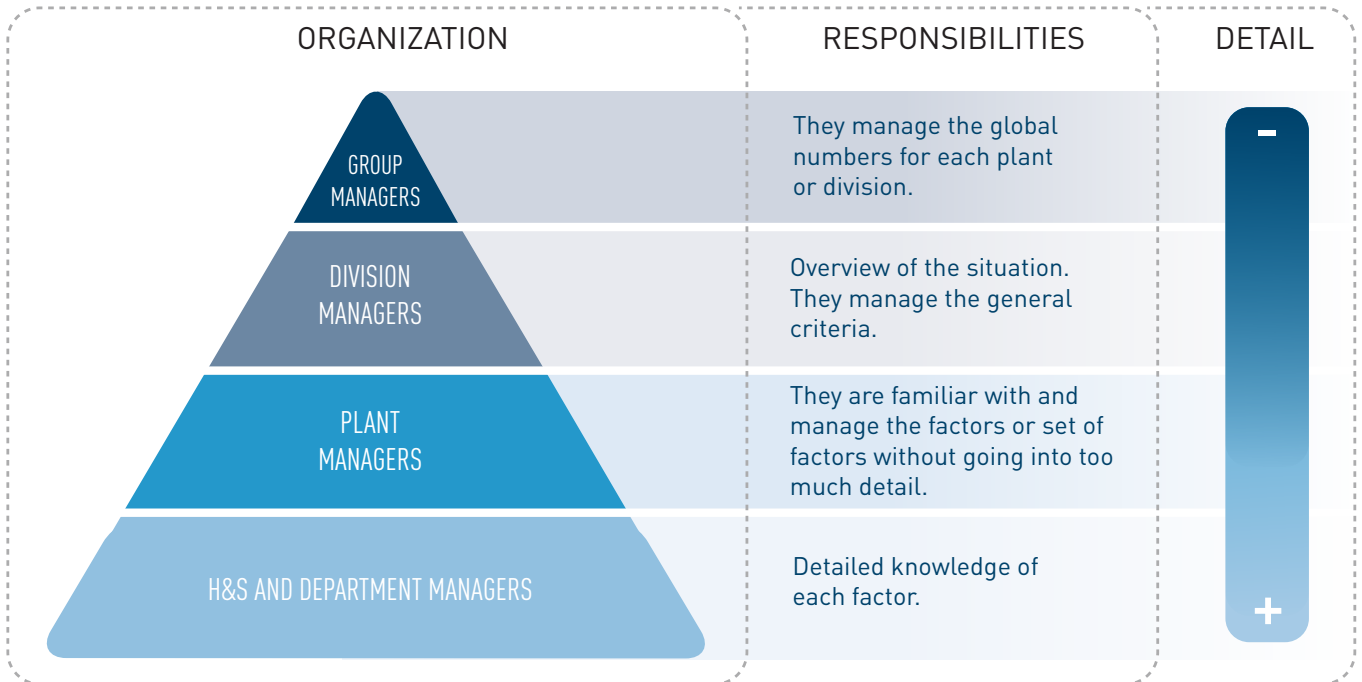
Establish a globally-known safety standard for Gestamp, that could be utilized as a benchmark for comparison between the plants.

To reflect in the standard the "know-how" that has been gathered over the years, as a reference for improvement.



## RESPONSIBILITY AND ROLES AT ALL LEVELS

*Plants must manage health and safety with the same level of knowledge and standards that they use in their core business.*



▲ IDEAL GHSI ORGANIZATION

## CONTINUOUS IMPROVEMENT

- Internal audits and reviews
- Regular follow-up meetings with local and regional teams.
- Development of digital resources to develop the most critical topics: accident reports and videos, machine safety standards, technical safety reports and specific management guides.
- Internal communication: publication of a catalog of best practices, annual objectives and quarterly indicator reports, news of interest and discussion forums.
- Open communication channel with any Gestamp employee through an exclusive e-mail inbox.
- Active collaboration with corporate departments to raise awareness and improve the system.
- Participation in industry associations and forums.
- Benchmarking activities with other companies ([Organization of the 90th MNC EHS Meeting in Kunshan, China](#)).



# HEALTH AND SAFETY MANAGEMENT SYSTEM TESTIMONIALS



**Luis Enrique González,**  
Health and Safety Manager- Mexico Region

*“Thanks to the complete acquisition of the Health and Safety system, we have been able to mitigate risks and take better care of our employees”.*



**Silvia Barros,**  
Health & Safety Specialist at Gestamp Cerveira, Portugal

*“At Gestamp, the commitment of managers to Health and Safety is one of our fundamental principles.*

*Through the Gestamp Health and Safety System, all levels of the company’s operations are covered and safety standards are achieved by involving everyone”.*

 [Watch video](#)



**Leon – Bo Gong,**  
Gestamp Shenyang Technician (China)

*“From the group management team to plant managers, we use GHSS to guarantee that our professionals work with safety and health, which is a complete safety and health management system”.*



**Louise Mear,**  
Health and Safety Manager in UK

*“The management teams in all plants strongly believe in this process and are fully engaged with it. This demonstrates our managers commitment to ensuring from day one Safety first is the message given to our employees”*

 [Watch video](#)