

Health and safety

The Prysmian Group is as committed as ever to protecting the health, safety and well-being of its employees at their places of work. The objective is to promote activities that take increasing account of health, safety and well-being matters, both within and outside the working environment.

Although not necessarily required by local legislation, the Group has established education and training programmes on such topics as safety at work, first aid, the fire prevention regulations, the consequence of alcohol and drug abuse, and environmental matters.

In the firm belief that rules, training and information play a key role in risk management and the prevention of injuries, the Group directs its activities and regulates key work phases with Work Instructions, which set out the rules and precautions to be observed, and ensures that they are implemented. For each key work phase, the residual risk is then calculated, and the necessary measures are defined in order to minimise it.

In order to spread this culture extensively, Prysmian provides training on equipment safety, proper waste management, and on the safety of machines and installations both during construction and in the maintenance phase. A spotlight is placed on the personal protective equipment allocated to each worker in order to mitigate the residual risks associated with the work performed. In order to ensure a concrete and systematic approach to safety, the Group adopts the OHSAS 18001 health and safety management system, which is being applied at all production locations.

Partly to ensure compliance with current regulations, the HR functions at country level prepare training plans for their personnel and determine specific training paths for the various categories of worker, depending on their roles, duties, levels of responsibility and working environment. The commitment to health and safety was reinforced once again during 2015, via the coordination of central and local activities under the guidance of the HSE function. At the start of the year, HSE gathered, analysed and shared with top management the results achieved in 2014 and the performance of the Group and each Country/Geographical Area, determined with reference to relevant indicators (total number of events involving the loss of work and related 'Frequency Indicator').

On the basis of the technical evaluations and taking into account the changes and local requirements, the HSE division has set its objectives for 2015. To facilitate this it has also encouraged a series of support projects involving various levels of the company, as described below:

- making more effective and accepted the process of analysing events and defining corrective and preventive actions: in the case of serious accidents, analysing the causes in detail, both in order to contribute to the management of the cases concerned and to identify from them ideas for the prevention of repetitions at the Group's other operating units;
- continuing the training provided on specific safety issues: web-based training sessions were provided during the year, while at the worldwide meetings, HSE analysed the results and difficulties encountered during the year by the various Areas and business unit, in order to acquire practice and experience and to present the project and tools organised by the central HSE division, to enable the increasingly efficient management of HSE issues;
- continuing the support for the HSE functions at Country/Geographical area and unit level in implementing their health and safety management systems and assessing the safety aspects of new investment: 24 safety audits were carried out during 2015, including 4 pre-audits designed to check

directly the compliance of local systems with the Group's rules and regulations, and assess their suitability for certification.

The Group's priority objective is to reduce accidents, as measured by the IF rate (OHSA LTA). The figure was 2.6. A further reduction in the rate of at least 5% is expected in 2016. Accidents are also monitored with reference to other parameters, such as their seriousness considering days absent from work.

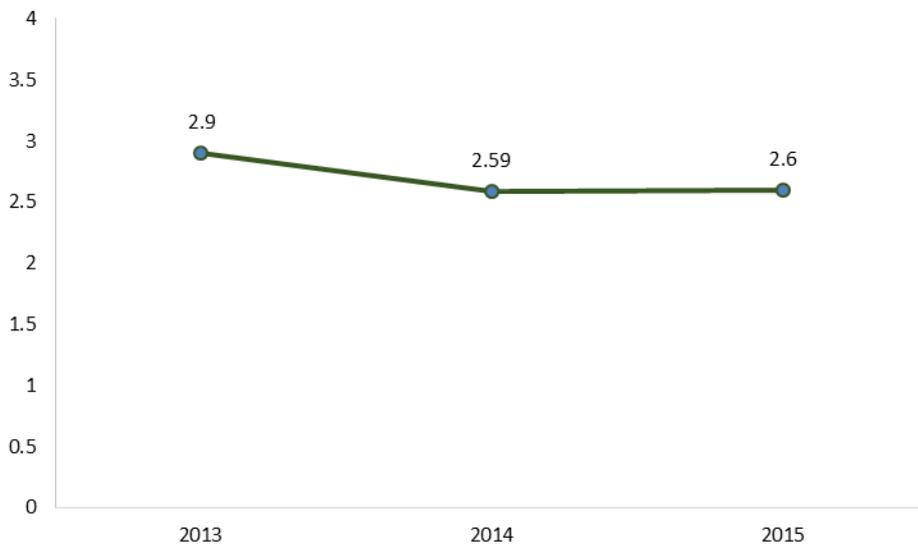
With regard to industrial illnesses, prevention and monitoring activities are organised using suitable tools at local level in order to improve their effectiveness; the HSE function is responsible for establishing the related guidelines and action points.

New milestones in workplace safety

On 12 April 2015, the plant in Abbeville, South Carolina (USA) reached a key milestone in worker safety: 1 million hours worked without any working days lost due to accidents. The last working day lost was 16 December 2013. Communications, observance of procedures and the introduction of safe behaviours have proved to be effective ways of raising awareness among staff.

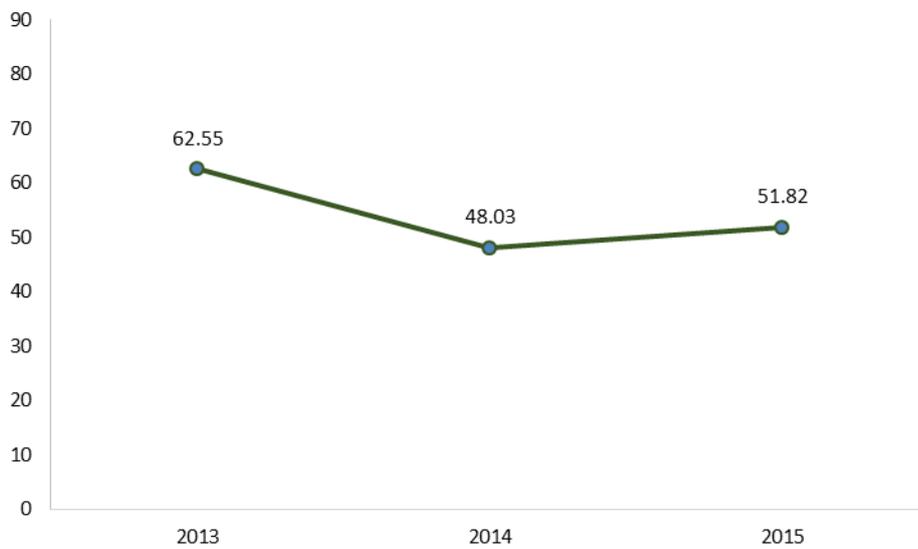
In North Carolina, the Claremont plant received the Gold Status Award from the North Carolina Department of Labor, as no incidents occurred last year.

FREQUENCY RATE²¹



The frequency rate of accidents at Group level has fallen in recent years, from 2.9 in 2013 to 2.6 in 2015.

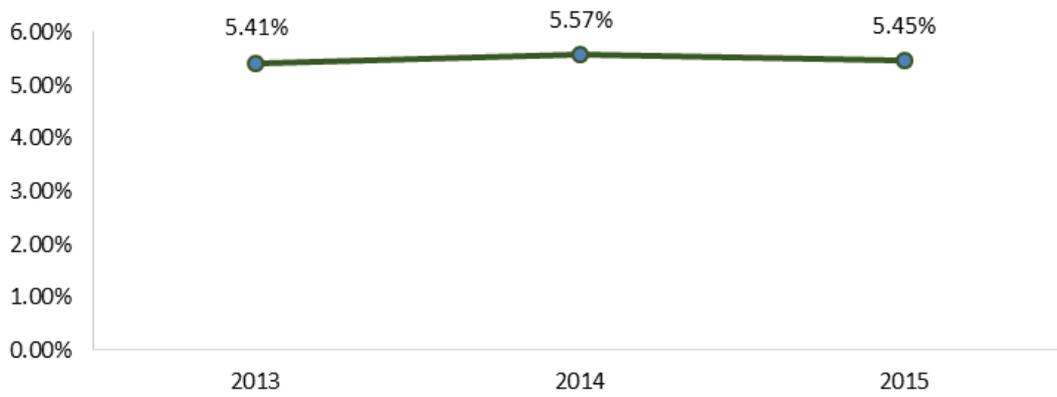
SEVERITY RATE²²



In recent years there has been a gradual improvement in the severity rate of accidents in the workplace. In particular, the rate has decreased from 62.55 in 2013 to 51.82 in 2015.

²¹ Frequency rate: (Total number of accidents with loss of work * 200,000)/Hours worked).

²² Severity rate: (Number of days lost / Hours worked) * 200,000.

ABSENTEE RATE²³

As in previous years, in 2015 absenteeism at Group level remained stable at around 5%.

²³ Absentee rate: Total hours of absence / Total workable hours. 2013, 2014 and 2015 do not include the factories at Sicable (Ivory Coast) and Arco Felice (Italy).