



**SIEMENS**

**Siemens in Norway 2003**  
HSE Report, English summary



## HSE Report

### Health, safety and the environment is a paramount goal

Siemens' efforts in the area of health, safety and the environment (HSE) are firmly rooted in the company's management guidelines, which state: "Safety for people with zero injuries and environmental damage is a paramount goal of our business. The problems connected with achieving this goal are to be solved in cooperation with the authorities, management and the employees."

#### Health

Despite the fact that the working environment is well regulated in Norway, absence due to sickness has been increasing. Unfortunately, this adverse trend applies to Siemens as well. For the business year 2003, the sickness absence rate at Siemens AS ended at 6.1 per cent, up 0.3 percentage points from the previous year, with the most recent quarters showing a levelling-off. There are several signs, both inside and outside the company, that these figures have peaked and that we can look forward to lower sickness absence.

Medical check-ups and working environment surveys are being conducted regularly at Siemens. The goal is to conduct such check-ups and surveys in all departments every three years. The surveys are based on a standardised questionnaire, and the medical check-ups are approximately the same for all staff. The results so far indicate that almost everyone is satisfied with the physical working environment.

### Working environment

Siemens has a decentralised HSE organisation, with working environment committees in Bergen, Oslo, Stavanger and Trondheim and corresponding committees in all local department offices. In addition, departments and divisions in the larger locations such as Bergen, Oslo and Trondheim have their own subcommittees that handle local matters and report to the main working environment committees. It is particularly important that HSE efforts succeed in the plant and factory environment, where the potential risk of injury is great. The effort to prevent accidents and injuries thus has high priority.

#### Training

There are two different kinds of training in the HSE area. One kind is technical courses for performing certain jobs and operations and gives participants an insight into the hazards such work may involve. In more and more areas the government now requires that workers have the necessary training and, in some instances, that they also be able to produce a competence certificate before a job can start.

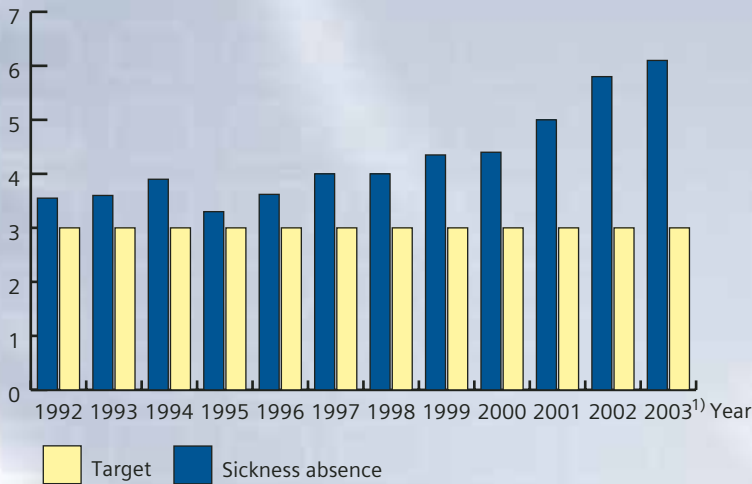
The other kind of training involves general courses and training in HSE issues that managers, safety representatives and working environment committee and departmental committee members are required to have in order to perform their jobs properly.

The latest internal HSE audit showed that most members of the HSE committees have had such training.

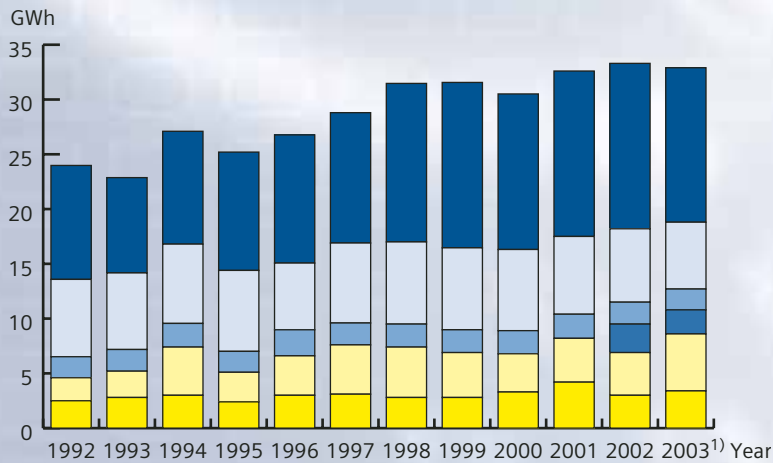


### Sickness absence

Sickness absence in percent



### Energy



- Electrical energy Siemens Oslo
- Electrical energy Siemens Trondheim
- Electrical energy Siemens Bergen
- Electrical energy others
- District heating Siemens Oslo
- District heating Siemens Trondheim

### External environment

#### Energy

In February 2003 Siemens launched a campaign to save energy. Despite an unusually cold autumn and early winter, consumption of electrical energy in the Siemens Group during the past business year fell by approximately 8 per cent, or about 2 GWh. The reduction was not a result of this campaign alone, but also of changes in use of the company's premises. This saving was welcome news after a nearly continuous rise in energy consumption since 1993.

Total energy consumption for Siemens AS was 32.9 GWh, a reduction from 33.3 the previous year, and covers Siemens AS and its tenants in Oslo, Bergen and Trondheim and most department offices throughout Norway.

1) Figures for 2003 pertain to the business year (01.10. - 30.09.); figures for 2002 and previous years pertain to the calendar year.



### Waste management

Siemens encourages its employees to separate waste and recycle at work and facilitates this effort. Separation of waste from remodelling and clean-up work is largely outsourced. The reason that the diagram gives the impression of large quantities of unseparated waste is that the companies that receive it do not record the companies for which they separate waste. The volume of waste comes from the plants in Oslo, Bergen, Trondheim and Stavanger and also includes external tenants.

The volume of metal waste has fallen sharply. The reason is that Siemens Electrical Heating has been sold, and the volume of salvage metal from this plant is no longer included. The volume of salvage metal pertains only to SFAB in Trondheim.

### EE waste

Siemens does its part to reduce amounts of electrical and electronic waste by being a member of the two organisations that recycle waste of this type in Norway (RENAS and ELRETUR). Last year 54 per cent of all EE waste generated was returned to RENAS, and ELRETUR collected 8 kg per inhabitant (EU requirement: 4 kg/inhabitant/year). The challenge moving forward is to increase the recycling of handheld electronic devices like mobile phones and similar products, which may contain substances harmful to the environment.

### Transportation

The company does not transport goods on its own but purchases such services from external providers. Figures for this area are difficult to obtain because of the number of transport firms and because of sharing transport with other companies. Siemens AS also has great needs for passenger

transport, needs met by leased cars, private cars and rental cars. The total mileage on these cars during the past business year was 9.75 million km. Besides being part of a global company, Siemens in Norway has locations nationwide. Business travel is therefore frequently by air, as well as by car. The number of trips by air in the 2003 business year was 6,950, 60 per cent of which was domestic travel and 24 percent was travel to the rest of Europe.

### Safety

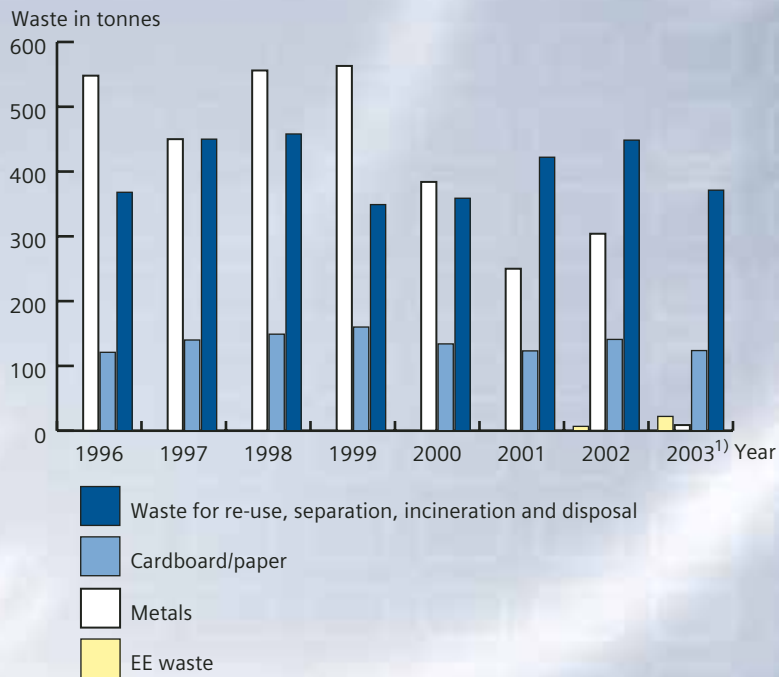
#### Accidents and injuries

After the previous year, which was a good one in respect of accidents and injuries, Siemens noted a rise in the number of accidents in the past business year, particularly at the beginning of the year. However, this levelled off so that the company came out well for the year as a whole.

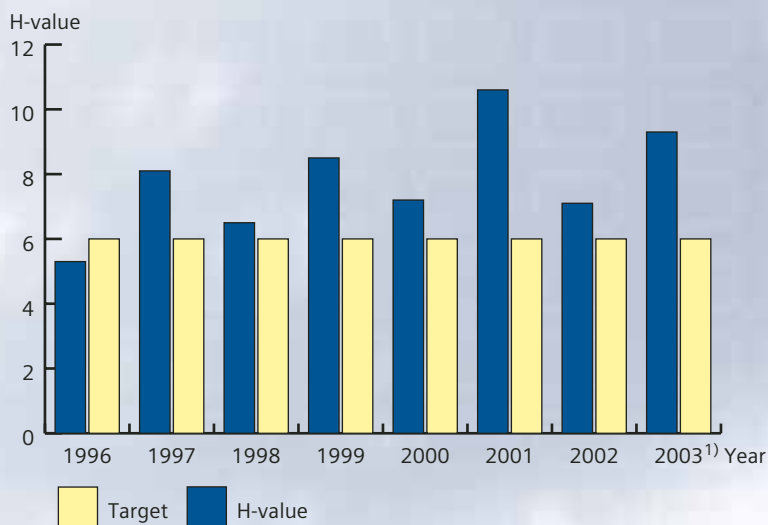
There were some injuries due to a severe winter with slippery pavements and other surfaces. But as the Norwegian Labour Inspection Authority confirmed, most of the accidents occurred among installers in quite normal working situations. These were probably due to a lack of concentration on the job.

There were no serious accidents involving persons or property during the past year. In all there were 81 accidents, 45 of which were minor and did not result in absence from work. 36 accidents did result in absence from work and thus are included in the company's H-value. The total number of days absent from work due to accidents and injuries is only a tenth of total sickness absence.

## Waste for re-use, separation, incineration and disposal




## H-value <sup>2)</sup>



1) Figures for 2003 pertain to the business year (01.10. - 30.09.); figures for 2002 and previous years pertain to the calendar year.

2) The H-value is the number of accidents per one million man-hour that result in absence from work.





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