

VOG Products is committed to ensure the health, safety and well-being of its employees in accordance with the company policy, the Code of Ethics, the applicable laws and the collective labour agreement.

The top management takes an active role in promoting health and safety in the workplace by monitoring measures and regularly reviewing their effectiveness.

The obligations of this policy also extend to the protection of human and labour rights, in accordance with the following principles:

- United Nations Universal Declaration of Human Rights,
- International Labour Standards (ILO)
- UN Global Compact

Commitments and actions

- Hazard elimination and reduction of labour-related risks
 - Active identification of hazards and risks, ongoing assessment of health and safety impacts, implementation of technical and organisational controls to mitigate risks
- Promoting a safe and healthy working environment
 - Maintaining preventive measures, continuous monitoring of working conditions and constant review of applicable regulations
- Respecting human rights and preventing child labour, forced labour and human trafficking
 - Review of the supply chain and commitment of suppliers to comply with the fundamental principles of labour and human rights
- Creation of a humane and employee-friendly workplace
 - Family-friendly and flexible working hours, contributions to health and pension schemes, payment of a company bonus
- Professional development and continuous training of competences
 - Implementation of a competence development plan and regular refresher courses on occupational health and safety
- Inclusion and diversity in the workplace
 - Promote a fair and inclusive work environment that is free from discrimination, with specific actions to ensure equal opportunities for all employees in line with the Diversity Charter.
- Employee involvement and participation
 - Active participation and involvement of employees. Mechanisms are put in place to collect regular feedback and promote transparent and continuous communication on all matters relating to health, safety and employee satisfaction at work.

Monitoring and verification

VOG Products undertakes to continuously monitor the implementation of the policy and the effectiveness of the measures through

- Regular internal and external audits,
- Analysing incidents and non-conformities,
- Evaluation of employee satisfaction

Communication and reporting

We communicate the requirements for health and safety in the workplace to employees, consumers, customers and key stakeholders who have an influence on or are interested in the organisation of VOG Products.

Our commitments are implemented through defined sustainability targets, annual divisional targets and defined work processes.

VOG Products reports on the relevant progress on social commitments in the sustainability report every two years and publishes these on the website.

Metadata

Owner of the document

@Christoph Tappeiner

Valid until

Freigegeben, Expires on: January 24th 2026 at 6:01:12 PM (UTC)

Status

Freigegeben

Confidentiality level

Open