

Environmental Protection, Health Management, and Safety (EHS)



Our responsibility for the environment, health and safety is reflected in our behaviors.

The Siemens-wide EHS Essentials cover the most significant safety risks as well as the main fields of action for health and environmentally conscious behaviors for Siemens employees and contractors.

The EHS Essentials set the necessary priorities

- to protect the environment and conserve natural resources,
- to minimize health and safety risks,
- to ensure a safe and health-oriented behaviors and
- to make it easier for our employees and contractors to focus on the fundamental rules and recommendations.

The EHS Essentials represent a common effort to establish an EHS mindset throughout our company.

In FY2024 – 25, Siemens Pakistan continued to strengthen its EHS performance through proactive risk management, continuous training, and integration of sustainability into daily operations. Our focus remained on achieving zero harm, reducing carbon emissions, and fostering a workplace culture where environmental Protection, Health Management, and Safety are our preferences.

Mental and Physical well-being initiatives:

At Siemens, we recognize that the mental and physical well-being of our employees is integral to their overall success and satisfaction.

*To mark World Mental Health Day, we hosted a workshop with **Saaya Health** under the theme “Making Time for Mental Health – Your Well-being Counts”.*

We also hosted the **3rd Annual Siemens Middle East Steps Challenge** in Pakistan, which concluded with a celebratory event recognizing the winner and participants' commitment to health and wellness.

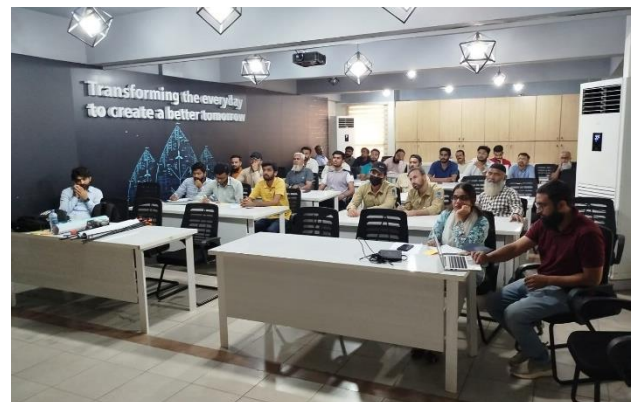
Healthy and Safe for Today & Tomorrow Campaign:

Siemens Pakistan continued to strengthen its Environment, Health, and Safety (EHS) initiatives through the launch of the “**Healthy and Safe for Today & Tomorrow**” campaign. This campaign focused on four key areas:

1. Work Well-Being
2. Electrical Safety
3. People-Centric Digital Transformation, and
4. Climate & Health

Key activities included:

- Health screenings across offices
- continued partnership with **Saaya Health**
- introduced **four Certified Mental Health First Aiders**
- Electrical safety training based on Siemens 5 Electrical Safety rules,
- Safety Walk & talk with management,
- Fire safety training
- Emergency response drills for electrocution & Fire scenarios
- Multiple Defensive Driving Training under the Road Safety Program
- Awareness sessions on Tobacco Awareness
- Basic Hygiene
- Heat Stress Management.
- First aid workshop



Contractor Safety:

Full Day Contractor Personnel EHS Induction Sessions at Project site & Karachi factory.

Safe Start Workshops with contractors' team prior to commencement of project to ensure implementation of Siemens EHS requirement at project sites.



Product Safety:

Product Safety is a mandatory key characteristic of Siemens products. We ensure that all products, services and software developed, manufactured and/or sold by Siemens always comply with all applicable legal requirements and meet the latest technical safety standards in order to ensure that they do not pose a threat to health or property.

Certifications:

We also successfully completed **External Integrated Management System (IMS) Audit**, achieving following certification:

- **ISO 9001**
- **ISO 45001 & ISO 14001**