



## SUSTAINABLE DEVELOPMENT

### Safe working environment

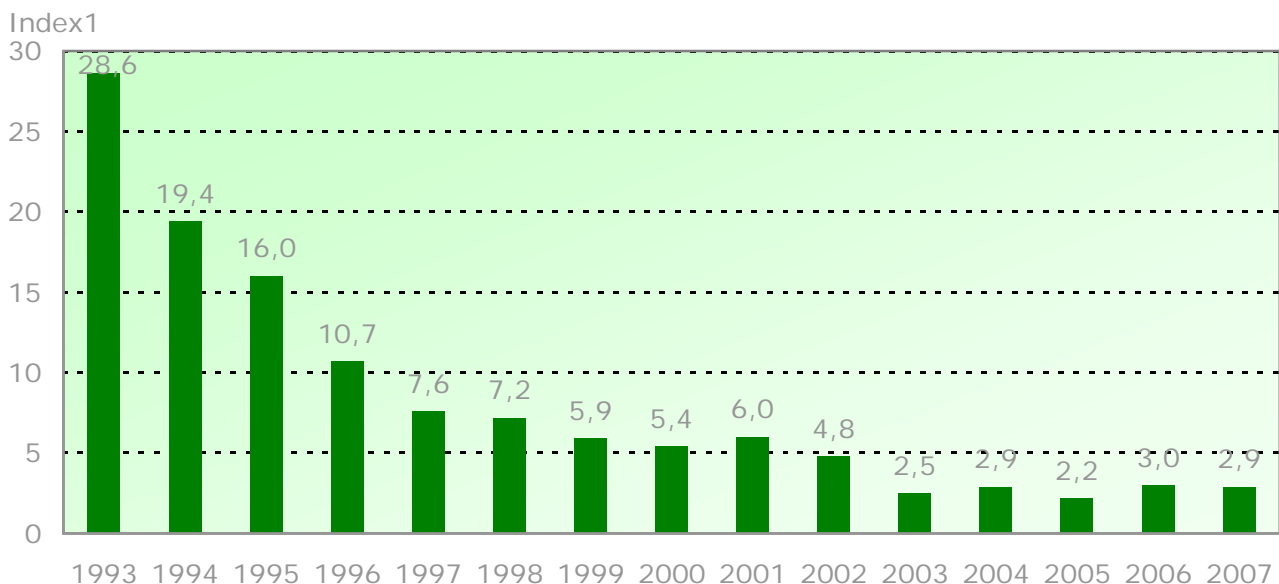
#### Working safety

Ensuring a healthy working environment and consistent compliance with legal regulations in the area of working hygiene is an integral part of the company's social policy. The company's modern history has brought fundamental changes for the better even in this area.

The gradual elimination of risk factors in the action of physical and chemical harmful substances at the workplaces in Škoda Auto has become one of the fundamental issues for the further development of the company. Protection of employees' health is thus a natural part of the efforts at environmentally friendly production.

The best proof of the rising working safety standard is continuous reduction of the injury rate and since 2003 also the achieved injury rate within the limits of the 1-3,0 index despite a gradual increase in production, which is documented in the graph. This expresses the injury rate index, thus the frequency of injuries per million of worked hours. The statistical monitoring covers all the working injuries, which have resulted in working disability with a duration of more than one day. The excellent results in the reduction of the injury rate, however, are highlighted also by the fact that in the last three years, the number of minor injuries that also resulted in working disability has also fallen by more than fifty percent.

#### Graph: Progress of injury rate in Škoda Auto



Index1 – number of injuries/hours worked

#### Improvement was attained also in earlier problematic areas



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Due to the fact that the most serious and most frequent risk factor in similar production plants is usually noise, Škoda Auto devotes greater attention to just measures for reduction of noise level at the workplaces.

These measures at the same time cannot be comprehended only as installation of elements that absorb noise at the workplaces. It is essential to apply a complex approach to the acoustic solution – this also includes investments in new equipment with a lower noise level and intervention in the organisation of work. Škoda Auto in its production plants only installs production and handling equipment with a maximum noise output of up to 80 dB(A), including manipulation trucks and robotised workplaces. All new and reconstructed facilities must naturally also have maximum protection against leakage of chemical and physical harmful substances to the working environment.

### **Systematic improvement of the working environment**

In order to minimise or wholly eliminate the negative action of the working environment on the health of the employees, regular control measurements of risk factors are performed at the workplaces. These measurements are especially important mainly in cases where there are changes in production technology, installation of new machinery, relocation of workplaces or other changes, which may affect the quality of the working environment.

Among the positive factors that influence the working safety standard also ranks the already mentioned modernisation and maintenance of the machine and technological park and high standard of order and cleanliness at all workplaces.

Raising the standard in the area of working safety and protection of health is a process, which requires the active co-operation of all employees. Škoda Auto for this reason also devotes great attention to building a feeling of responsibility for protection of own health among the employees. The annual periodical training of foremen and executives is conducted in this spirit. A motivation role also accrues to financially supported competition for best results in the reduction of working injury rate and also the fact that in this area Škoda Auto co-operates with other companies in the whole VW concern.

**Mladá Boleslav  
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