

## Press Release

### SPIE High Voltage Operational Division now fully certified to the Safety Culture Ladder standard

- The Switchgear Engineering Business Unit of SPIE Deutschland & Zentraleuropa has now been successfully certified to Level 3 of the Safety Culture Ladder (SCL) standard. Back in 2017, the Overhead Line Installation Business Unit obtained the safety certificate it sought together with its long-standing customer TenneT. SPIE is therefore clearly committed to the requirements of occupational safety. The Safety Culture Ladder is used by TenneT as a tool to increase safety awareness and promote safety culture.
- The auditors of the Netherlands Certification Institute (NCI) approved by the Netherlands Standardisation Institute (NEN) have confirmed the high level of occupational safety awareness of employees at all levels of the High Voltage Operational Division, based on conducted interviews and observation.
- Even beyond this certification procedure, occupational safety remains a top priority at SPIE. The multi-technical service provider carries out regular safety instructions, training and education as well as other certifications in accordance with internationally recognised occupational safety standards.

**Ratingen, September 16 2019** – *The Switchgear Engineering Division of SPIE Deutschland & Zentraleuropa has now been successfully certified to Level 3 of the Safety Culture Ladder (SCL) standard. This means that the entire High Voltage Operational Division can now proudly display the safety certificate required by the customer TenneT. The procedure measures and evaluates occupational safety awareness of employees at all levels of the company, with the SCL audits based not on document checks but on actual behaviour. The aim is to promote a culture of safety and thereby reduce the number of dangerous situations and their consequences.*

## **Customer requirements**

TenneT, a long-standing customer of SPIE High Voltage Operational Division, provided the impetus for participation in the certification process. The transmission system operator in Germany and the Netherlands requires a level 3 SCL certification from all partner companies as a minimum requirement. The aim is to reduce the number of accidents involving the company itself and its partner companies by making occupational safety awareness an integral part of the corporate culture for everyone - from employees on the installation site to management. As far back as 2017, SPIE was certified at Level 3 of the Safety Culture Ladder in the overhead line installation sector - making it the first SCL-certified German company in the energy sector and one of four pilot companies for initial certification at TenneT. Other current and potential customers are also considering using SCL certification as a requirement for awarding contracts in order to improve occupational safety in the network grid sector. In total, over 180 companies are now certified in seven European countries; in Germany there are 24 and counting.

## **Certification in personal interviews**

For certification, the company selects the target Safety Culture Ladder level - the higher the level, the more extensive the audit process. SPIE was first audited at level 3 out of 5, which officially confirms that safety rules are perceived as important in the company. At level 4, all subcontractors are also subjected to the audit. Stage 5 means that the auditors check whether a company is working actively with the industry in the area of safety - in addition to its commitment to its own safety and the safety in the logistics chain. So far, two companies have reached this level. *"At SPIE, we have established safety systems that are relevant to us, such as certain safety rules and regulations within the company. By applying them consistently, we can avoid possible hazards,"* explains Karsten Zschammer, who is responsible for the annual monitoring of the SCL certification process at SPIE.

Independent auditors, working for the Netherlands Certification Institute audited by the Netherlands Standards Institute, use the company organisation chart to select employees for one-hour interviews. With this procedure, it is ensured that employees at all levels of hierarchy are examined. At SPIE, site managers, safety specialists, project managers and fitters were asked about their safety awareness and behaviour in their respective working environments. *"It is particular to the SCL that the certification is based on intensive personal discussions and not on the examination of documents and regulations,"* explains Zschammer. *"The process of certification went smoothly - we are currently reviewing the requirements for successful Level 4 certification when auditors also visit projects or installation sites to observe the attitudes and behaviour of the people involved on location."*

## **Firmly embedded safety culture**

Even outside the certification process, occupational safety is a very important issue for the multi-technical service provider. *"Here at SPIE, we want every employee to go home as fit and healthy as they arrived at work. This is why, among other things, we conduct safety training courses at the workplace all year round and every project includes safety briefings. In addition, all of our company's organisational units are certified to globally recognized occupational safety standards,"* explains

Andreas Pilot, Member of the Management Board of SPIE Deutschland & Zentraleuropa and General Manager of the High Voltage Operational Division. "*Because of that, I did not have to prepare my colleagues for the interviews,*" adds Zschammer.

### **About SPIE Deutschland & Zentraleuropa**

SPIE Deutschland & Zentraleuropa, a subsidiary of the SPIE group, the independent European leader in multi-technical services in the areas of energy and communications, is the leading multi-technical service provider for buildings, facilities and infrastructure in Germany, Austria, Poland, Czech Republic, Slovakia and Hungary. Its service range encompasses technical facility management, energy-efficiency solutions, technical services for the transmission and distribution of energy and for industrial clients as well as in the areas of electrical and security technology, HVAC technology and information and communications technology.

SPIE Deutschland & Zentraleuropa has about 15,000 employees in over 200 locations.

With more than 46,400 employees and a strong local presence, SPIE achieved in 2018 consolidated revenues of €6.7 billion and consolidated EBITA of €400 million.

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