



**Health, Safety  
& Emergencies**

Servicio de Prevención Mancomunado  
de las empresas del Grupo Volkswagen  
en España

# ANNUAL REPORT 2022

ANNEX







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## STILL CHANGING

2022 will be remembered as the year in which finally we left COVID-19 behind to take on the strategic challenges that lie ahead of us as a Group: electrification, overcoming the economic effects of the coronavirus epidemic, the international components crisis, Sustainability with a capital "S"...

We haven't gone back to where we were before the pandemic: we've all had to change once again in order to tackle these challenges more effectively and efficiently.

But if the pandemic has taught us anything, it's to embrace change and appreciate the opportunities it brings. That's why, this year, I have the privilege of starting this report in a different role, leading an even larger, more capable and more diverse team. A team that will continue working on developing new projects to meet the shared goals of the Volkswagen Group companies on the Iberian Peninsula; going beyond Health and Safety but without losing sight of what has brought us to this new beginning.

Let's keep doing things together: more and even better.



### DR. PATRICIA SUCH

DIRECTOR OF CORPORATE OPERATIONS,  
VOLKSWAGEN IBERIA



### JOSE MARÍA NAVARRETE

HEAD OF HEALTH, SAFETY & EMERGENCIAS (HSE),  
VOLKSWAGEN GROUP COMPANIES IBERIA

## HEALTHY: SUSTAINABLE

When Dr. Such assumed leadership of SEAT's H&S Service in 2012, we analysed the major trends that were to guide our work in the following years: handling ageing, new production models, the weakening of the public health system... The strategic positioning we adopted was to strengthen the role played by SEAT S.A. as a healthy organisation.

Then came the pandemic. And it turns out that the decisions we'd taken years before meant that the Volkswagen Group companies in Spain could tackle the crisis with greater resilience than others in our area and sector.

By observing our epidemiology data in 2022, we can see that COVID-19 has made us more sedentary, with worse eating habits and deteriorated mental health; new trends that are also establishing the way forward for the years to come.

If we want to be sustainable in the future, the only answer is to reinforce the role played by our organisations in terms of health. The good news: our team knows how to do it.



# CORE INDICATORS



## ACCIDENT RATE

5.6

### Companies

MAN TRUCK & BUS	34.6
AUDI TOOLING	18.1
VOLKSWAGEN GROUP RETAIL SPAIN	17.9
ITALDESIGN GIUGIARO	6.2
MAN ENERGY SOLUTIONS	4.6
SEAT S.A.	3.6
VOLKSWAGEN GROUP ESPAÑA DISTRIBUCIÓN	0
VOLKSWAGEN GROUP SERVICES	0
VOKSWAGEN FINANCIAL SERVICES	0
HEYCAR	0



## ABSENTEEISM RATE

5.9

### Companies

VOLKSWAGEN GROUP RETAIL SPAIN	9.3%
MAN TRUCK & BUS	7.2%
SEAT S.A.	6.5%
VOLKSWAGEN FINANCIAL SERVICES	5.3%
ITALDESIGN GIUGIARO	3.5%
VOLKSWAGEN GROUP SERVICES	2.6%
MAN ENERGY SOLUTIONS	2.3%
VOLKSWAGEN GROUP ESPAÑA DISTRIBUCIÓN	1.6%
AUDI TOOLING	0.1%
HEYCAR	0%



## MEDICAL CHECK-UPS

+12,500

67.2% of Volkswagen Group employees in Spain had a medical check-up in 2022: close to pre-pandemic levels





**WE TOOK PART IN THE GROUP HEALTH MEETING IN MUNICH**

On the occasion of Volkswagen's "Group Health Meeting" held in Munich on the 8th and 9th September, the changes in the Organisation of the H&S Service of the Volkswagen Group companies in Spain were endorsed, in accordance with consortium regulations:

- Dr. Patricia Such: Director of Corporate Operations of Volkswagen Iberia
- Jose María Navarrete: Head of Health, Safety & Emergencies (HSE)

**AUTOEUROPA AUDITED AS PER ISO 45001**



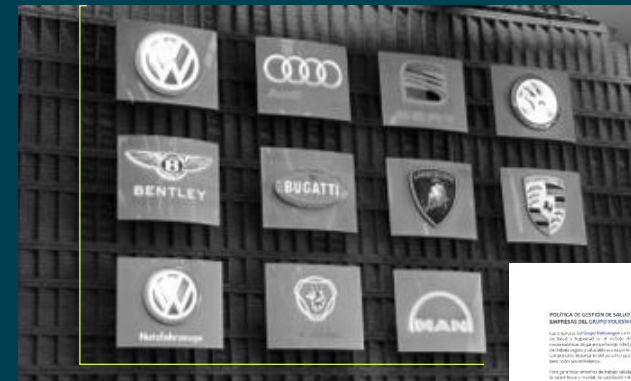
In October, Health, Safety & Emergencies participated as Consortium auditors in the Internal Audit carried out at Volkswagen Autoeuropa in Palmela (Portugal), as per the ISO 45001 standard.

SEAT S.A., Volkswagen Autoeuropa and Volkswagen Navarra will share strategic goals regarding the electrification of the Iberian Peninsula.

**WE APPROVED THE NEW HEALTH & SAFETY POLICY OF THE VW GROUP COMPANIES ON THE IBERIAN PENINSULA**

In July, the VIII Intergroup Committee met at the Volkswagen Financial Services headquarters in Alcobendas (Madrid), attended by Dr. Lars Nachbar, Head of Group Health and Safety for Volkswagen AG, as well as Dr. Kai Sickmann, Head of International Medicine at Volkswagen AG.

The Committee approved the new "Occupational Health & Safety Management Policy of the Volkswagen Group companies on the Iberian Peninsula", in accordance with the consortium's new KRL-44.



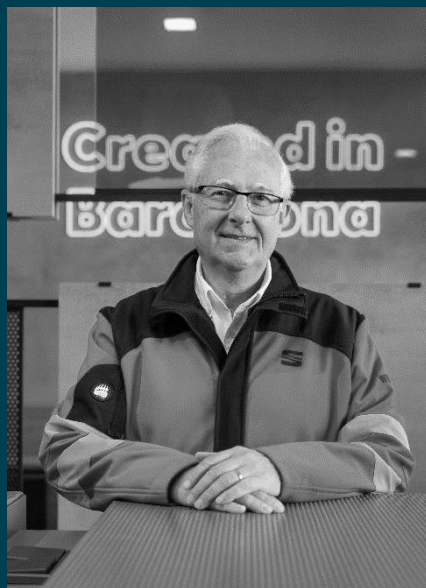
**WE HOSTED THE VOLKSWAGEN AG GROUP HEALTH MEETING 2022 AT CASA SEAT**

In November, a second Volkswagen Group Health Meeting took place at CASA SEAT, with the participation of the Health Directors from all the Group's marques and led by:

- Dr. Lars Nachbar, Head of Group Health and Safety for Volkswagen AG

**DR. CARLOS BATALLA**

HEAD OF THE HEALTH DEPARTMENT



The gradual return to normality has allowed us to resume the process of caring for people's health and we're already close to regaining the excellent level of annual medical check-ups achieved prior to the pandemic.

As always, all the activities we carried out during 2022 by the medical service team were aimed at improving the health of the organisation and of those who form part of it. We're therefore doing our bit in the fight against absenteeism, which after COVID-19 is at historically high levels throughout the country, damaging the company's competitiveness and ultimately irretrievably harming people in many different ways.

For example: we've incorporated abdominal pathology screening into the annual medical check-up for those workers who meet susceptibility criteria. The aim is to be able to give more personalised health guidance and/or recommend early treatments.

**NEW APPOINTMENT SYSTEM FOR ANNUAL MEDICAL CHECK-UPS**

Both for the indirect personnel of SEAT S.A. as well as for all employees of the Volkswagen Group companies in Spain, we've implemented an online appointment system for medical examinations via the APS-VWSpain website.

**HEALTH SERVICE ACTIVITY**

	2021	2022
Specific medical examinations	+39,000	+31,500
Vaccinations	+8,000	+1,800
Electrocardiograms	+2,500	+4,000
Specialised occupational medical visits	+2,500	+5,500
Job studies	+250	+100
Medical evacuations to specialised centres	+100	+40
Pregnancy/breastfeeding assessments	+20	+20
Regular medical check-ups	+6,000	+8,000
Reinstatement after temporary disability	+2,700	+7,200
Nursing visits	+8,000	+32,800
Visits related to tobacco/diet	+100	+60
Aptitudes for the job	+1,500	+8,000

More than **90,000** health-related activities

# 5 YEARS OF CARS



CARS celebrated its 5th anniversary in 2022 with more than 600,000 activities carried out.

In Gynaecology, which has always been the highest rated service, almost 7,000 visits were made, detecting more than 100 cases with premalignant pathology and cases with early-stage malignant pathology, enabling us to initiate treatment quickly and satisfactorily.

## 98%

would recommend CARS to their colleagues

Overall score of **8.62** out of 10

## RATING OF SERVICES



Traumatology: **95%**



Cardiology: **97%**



Radiology: **97%**



Mental Health: **91%**



Biomechanics: **98%**



CARSFIT: **94%**



Physiotherapy: **92%**



Customer Service: **99%**

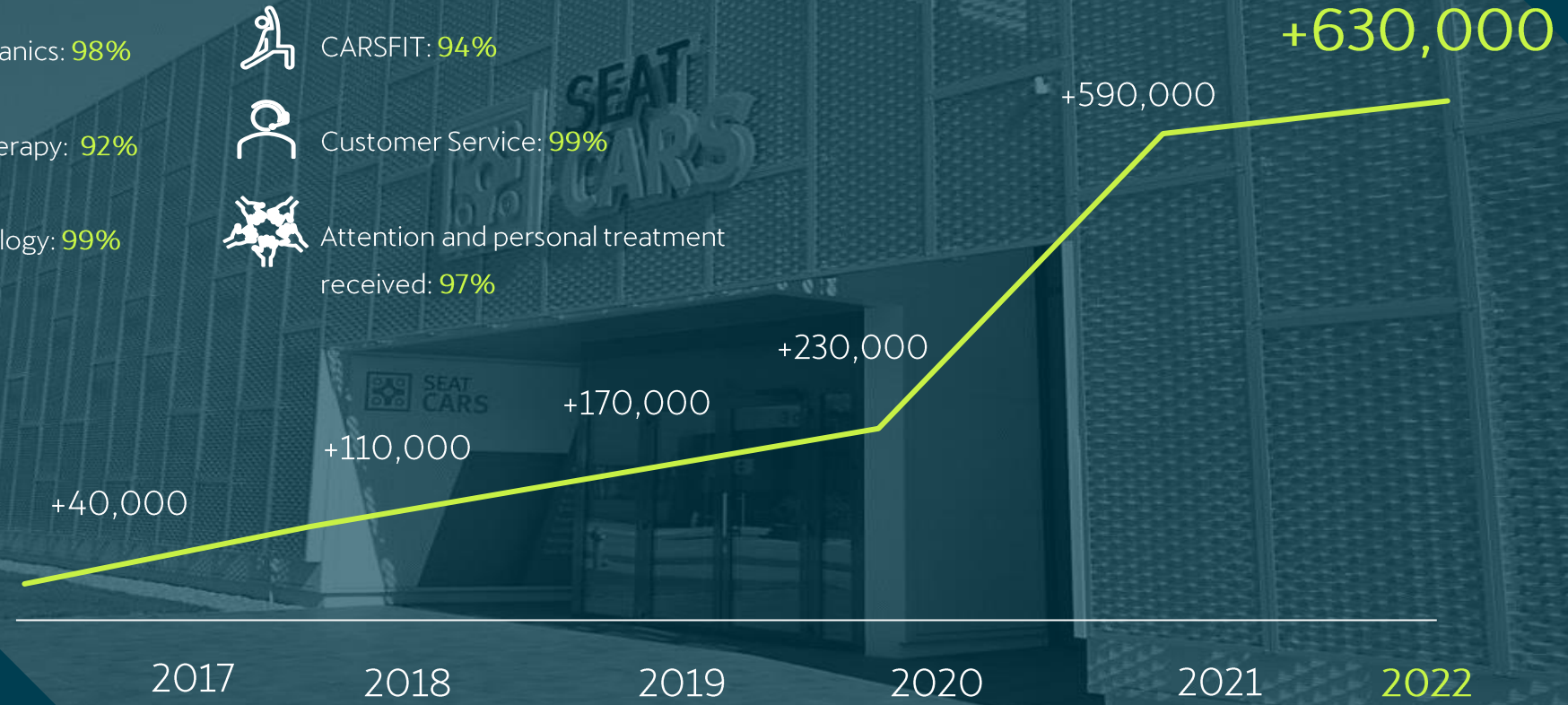


Gynaecology: **99%**

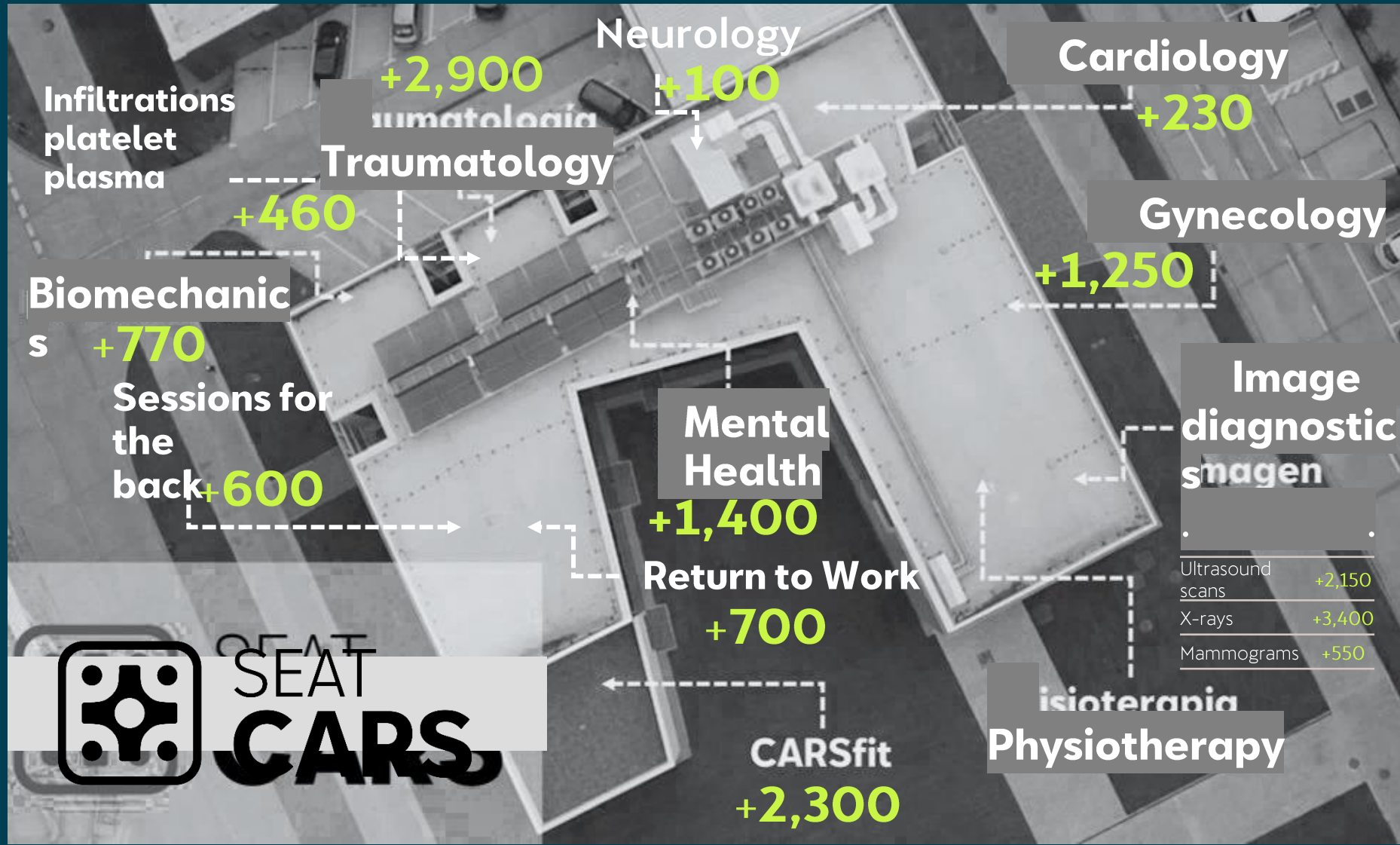


Attention and personal treatment received: **97%**

## CUMULATIVE ACTIVITY







	2021	2022
Medical examinations	+1,200	+2,200
Vaccination campaign	+500	+400



**RUDOLF MÜLLER**HEAD OF THE SAFETY  
DEPARTMENT

In 2022, we managed to reduce the accident rate at SEAT to 3.6. Never in the company's history has such a low level been achieved. This result is no coincidence: it's the consequence of years of hard work by many people in different areas to improve working conditions and we should congratulate ourselves for this as an organisation.

But there's something else beyond the numbers. Behind every point in the statistics are people suffering from injuries, wounds and illnesses. And we still have 3.6 points to reduce in order to make our organisation totally safe.

We therefore have work to do and cannot relax or become complacent and both myself and the entire team of H&S specialists are committed to achieving that goal.

**Lowest** accident rate  
in **history**

**WORKING CONDITIONS**

+940	Risk assessments
+650	Follow-up of control measures
+500	Acceptance and monitoring of facilities, resources and materials
+130	Inspections

**ERGONOMICS & BIOMECHANICS**

+290	Tasks assessed with Biomechanics
+730	EMG scans in the Workshop
+120	Specific ergonomic risk analysis

**INDUSTRIAL HYGIENE**

+175	Measuring Chemical Contaminants
+70	Measuring Environmental Conditions

**TRAINING**



+13,000 Participants in training actions



+100,000 Hours of training received

More than  
**100,000**  
training hours

Theoretical-Practical  
Online

Distance-learning  
Face-to-face

**NEW COURSES**

- ✓ Responsibility OH&S Management
- ✓ Follow-up AGV\_OH&S
- ✓ Risks in Logistics Zones
- ✓ Safety: Press Accidents
- ✓ Safety: WUF and Laser Accidents

**EMERGENCY BRIGADE**

+250 Actions: alarms, spills, fires, leaks and medical emergencies

+8,500 Permits validated: fire, confined spaces, fire-fighting installations

**DRILLS**

+360 Evacuation and Emergency Brigade practices: fire, emergency phone, spills

**MANAGEMENT**

+2,350 Inspections and Rounds

+2,321 Activities related to fire-fighting installations: projects, incidents, follow-up, etc.

**CAE ACTIVITIES**

+580 Coordination with external companies

+4,000 Safety inspections of work carried out by external companies

+6,400 H&S checks of work carried out by external companies



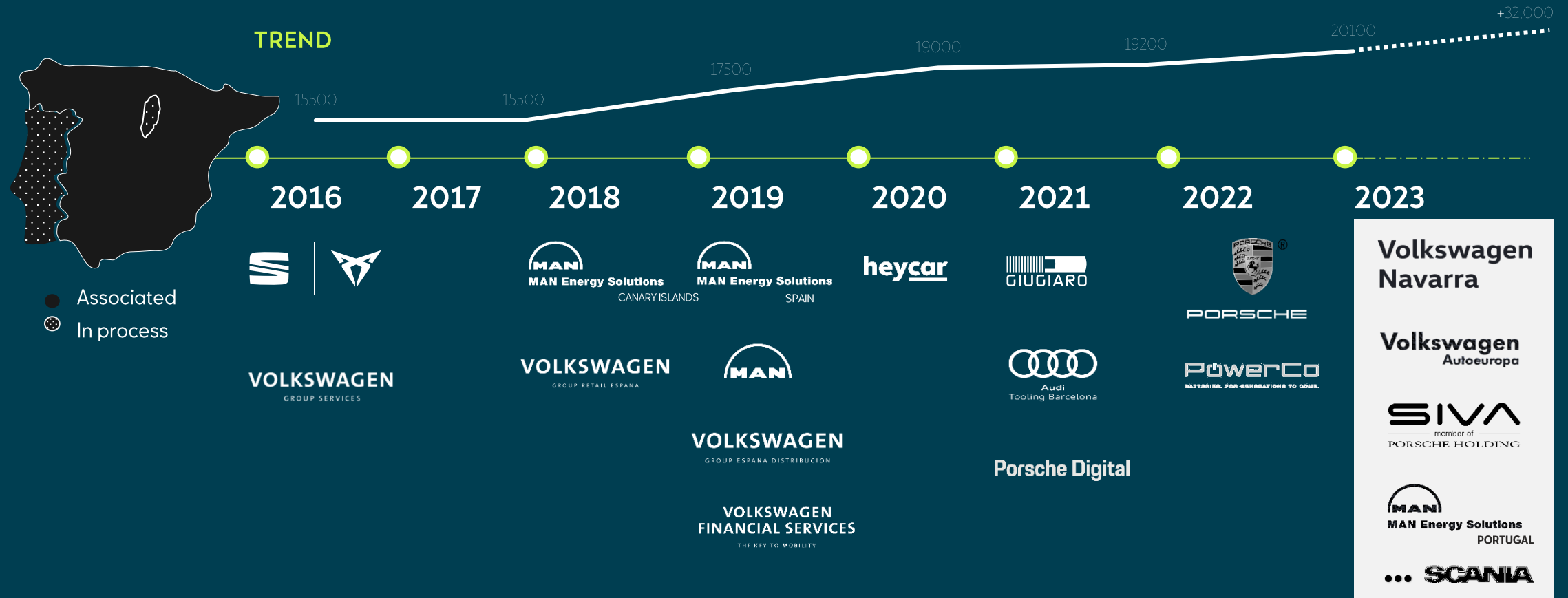


# JOINT H&S SERVICE

We work for  
**9 out of 10**  
Volkswagen Group  
companies in Spain



**+20,000**  
Volkswagen Group  
employees in the region



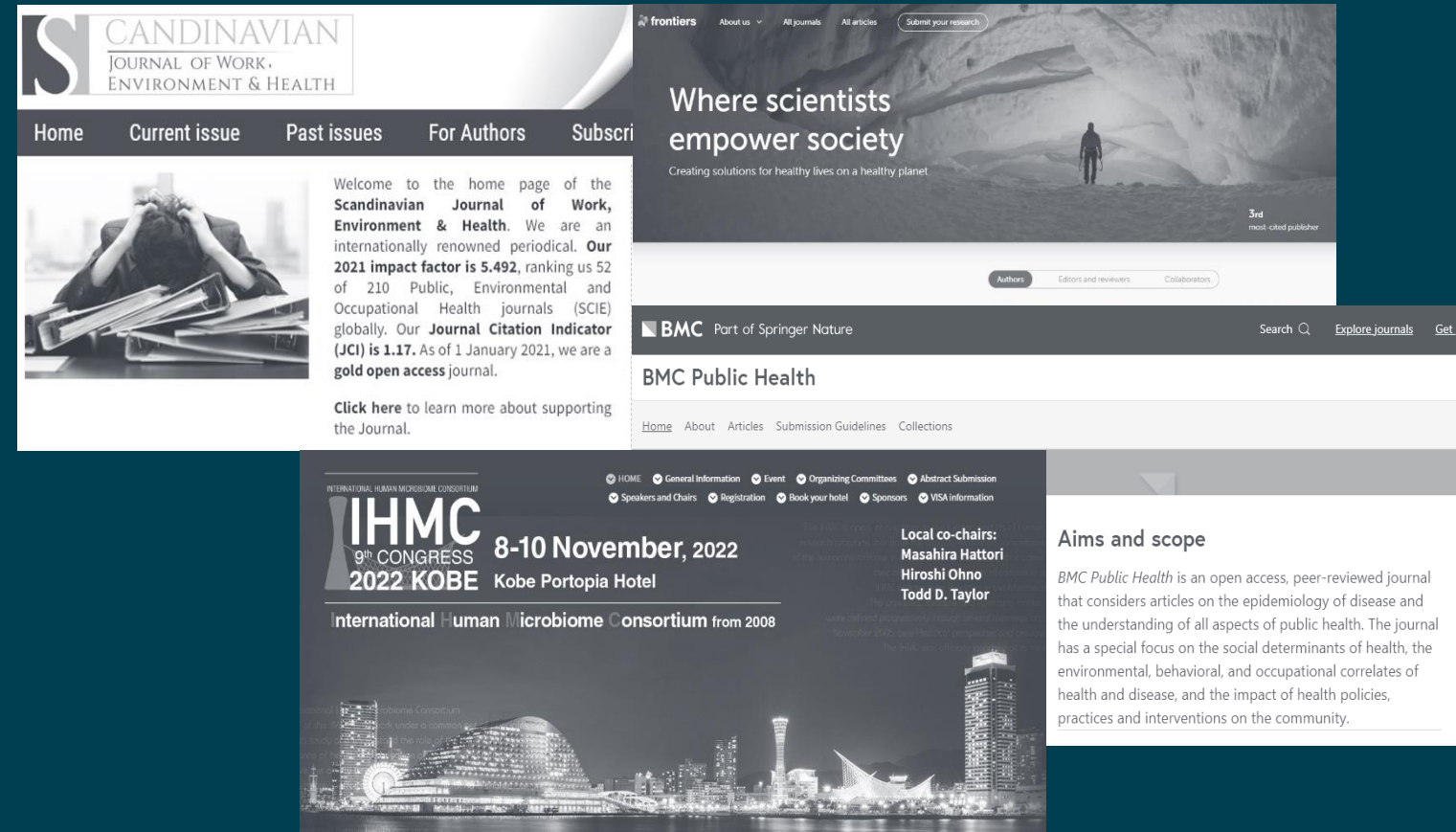
## 5 YEARS OF STUDIES WITH INTERNATIONAL IMPACT

During 2022, the SEAT Healthy Company Scientific Committee, which was set up 5 years ago together with CARS, continued its work of generating knowledge, achieving some very important milestones:

Publication in the scientific journal **BCM Public Health** of the results of the **LiverScreen Study**, aimed at assessing the prevalence of liver fibrosis in the general population through FibroScan®, a simple and widely used non-invasive method that measures liver stiffness and identifies liver fibrosis

Publication in the journals **Frontiers in Immunology** and **Scandinavian Journal of Work, Environment & Health** of the results of the **Hormonit Study**, aimed at investigating possible changes in hormone levels due to shift work and adaptation to this type of work.

A communication of the results of the **MEDCARS Study**, on habits of the Mediterranean lifestyle carried out in 2019, was also given at the prestigious **International Human Microbiome Consortium** held in Japan.





## MENTAL HEALTH



Mental health is a crucial aspect of human well-being and is directly related to people's quality of life. In the Volkswagen Group, looking after mental health is fundamental to guarantee a healthy, productive work environment and the Health, Safety and Emergencies Service are pioneers in developing initiatives in this field at a corporate level.

In 2022, the first 3-year strategic plan for Mental Health was completed with milestones such as the creation of the Emotional and Psychosocial Support Service (SAEP), the synchronisation of the Psychosocial Risk Assessment for Volkswagen Group companies in Spain and the creation of culture and awareness-raising via master classes.



### STRATEGY

MENTAL WELL-BEING  
VOLKSWAGEN GROUP

### DGAUM 2022

First study published on  
Mental Health

Collaborations with other  
companies and institutions  
to create knowledge.



### EMOTIONAL AND PSYCHOSOCIAL SUPPORT

24/7

Face-to-face and  
digital  
Psychologists

- Psychiatrists
- Social Worker

### PSYCHOSOCIAL RISK ASSESSMENT

3 companies  
1,600 employees  
60+ centres

84%

participation



### MASTER CLASSES

Emotional health &

DIVERSITY  
WOMEN  
MIGRATING





86%

SATISFACTION INDEX

In 2022, the number of people participating in the Healthy Week doubled compared with 2021.

After the pandemic, face-to-face workshops were resumed, complementing the hybrid, online and permanent resources on offer.

HEALTHY WEEK



USERS

701



1693



WORKSHOPS

+20

2021



+40

2022



6

Hybrid

16

Face-to-face

13

Online

6

Permanent





10th AWARDS  
MOTOR MUJER HOY  
(MOTOR WOMAN TODAY)



"Best Corporate Social Responsibility Initiative" for the fight against COVID-19 at SEAT S.A.

INTERNATIONAL SCIENTIFIC  
RESEARCH COMMITTEE



Members of the International Scientific Research Committee and partners of the Planas Clinic in Barcelona visited the Martorell plant. During the visit, they announced to Dr. Patricia Such that she had been accepted as a member of the International Scientific Research Committee.

PEOPLE IN RED



The Fight Infections Foundation once again held the People in Red Gala, a charity event attended by more than 700 people to raise funds for research into infectious diseases. On this occasion, the event was held at the MNAC (National Art Museum of Catalonia) and raised more than 750,000 euros.

DIVERSE TALENT AND  
ORGANISATIONAL  
WELL-BEING



Dr. Mireia Sánchez, Manager of Health Production at SEAT & CUPRA, took part in the first round table on health and well-being, made up of the 4 companies given the European Sport & Healthy Company Award at the last DCH meeting, in collaboration with Inserta Empleo/Fundación ONCE and related to Diverse Talent and Organisational Well-being.



**NEW FIRST AID COURSES**

Our Medical Service team began giving First Aid courses directly with a new format and updated content, these being very popular both at SEAT and in Volkswagen Group Retail and MAN Energy Solutions.



**INFLUENZA VACCINATION AND 4TH COVID-19 BOOSTER**



During 2022, we continued our collaboration with the Health Department of the Catalan government to contribute towards the COVID-19 immunisation of employees of SEAT, CUPRA, CODE, MO and Volkswagen Group companies, as well as the population of Barcelona: CASA SEAT has always been a permanent vaccination point in Barcelona.



## Health, Safety & Emergencies

Servicio de Prevención Mancomunado  
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en España

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