

# Safety at Work Policy

By establishing and maintaining a safe, health- and performance-oriented working environment, as well as a comprehensive health and safety management system, we ensure the continuity and success of our company. We take our responsibilities towards employees, society and future generations very seriously. We are therefore committed to constantly improving the safety and health of our employees and minimizing adverse effects. The Management Board and our employees are committed to this safety at work policy.

## EFFECTIVE HEALTH AND SAFETY MANAGEMENT

Based on our set targets, we define corrective measures and preventive concepts and implement them together in our plants. Employees in managerial and supervisory positions are committed to continually improving health and safety performance, and have access to the required resources. We are obliged to comply with obligations under public law and regularly review the implementation of the requirements and the success of our management system throughout the company.

## RELIABLE ACTIONS

We commit ourselves to comply with all laws and specifications concerning occupational safety, as well as those relating to the management of hazardous substances. We act responsibly in accordance with our own regulations, which often reach beyond those stipulated by law.

Machinery and equipment are planned, operated and maintained in such a way that hazards and risks are minimized and operational disruptions are avoided. We use the latest, state-of-the-art technology and systems.

## SAFE, EMPLOYEE-FRIENDLY WORKPLACES

We firmly believe that all occupational accidents and illnesses are essentially preventable. Our motivated managers and employees play an important part in helping us to maintain a zero-accident culture. Visitors and third parties are offered the same level of protection as

our own employees. No instructions contrary to safety are issued. When designing workplaces and procedures, we consider the latest best practice, and place high importance on ergonomic design.

## RESPONSIBLE EMPLOYEES


By regularly providing information, instruction and training, we foster the necessary knowledge and expertise required by our employees to work safely in all areas of the company.

We encourage everyone to actively participate in the continuous improvement of occupational health and safety and provide the appropriate tools for the participation and consultation of our employees. Protection against reprisals, disadvantages and punishments and the threat of such is a matter of course for us.

## PREVENTATIVE MEASURES

We take comprehensive, preventative measures to protect our employees against health hazards. Comprehensive and effective emergency provisions are in place on all sites in case of injury to any of our employees, visitors or third parties.

2023

A handwritten signature in black ink, appearing to read 'Thomas Jessulat'.

THOMAS JESSULAT

A handwritten signature in black ink, appearing to read 'Reiner Drews'.

REINER DREWS

A handwritten signature in black ink, appearing to read 'Dirk Willers'.

DIRK WILLERS