

# OCCUPATIONAL HEALTH AND SAFETY POLICY

Our commitment to safety, health and responsibility

January 2026

## \* Principle

The safety and health of our employees are our top priority. As a company certified according to ISO 45001, we are committed to a systematic, preventive and continuously improving approach to occupational health and safety. We do not see occupational safety as a mandatory obligation, but as an integral part of our corporate culture, our processes and our leadership responsibility. Our goal is clear: **zero workplace accidents. Zero work-related illnesses. A safe and healthy working environment for everyone.**



## \* Our Responsibility

Management bears overall responsibility for occupational safety and health management. Managers actively take responsibility for safe working conditions within their areas. Every employee shares responsibility for their own safety as well as for the safety of their colleagues. **Occupational safety is a team effort.**

## \* Our Areas of Action

To achieve our objectives, we focus in particular on:

- Risk assessments for all relevant activities
- Regular briefings and training sessions
- Technical and organizational protective measures
- Personal protective equipment based on risk analysis
- Ergonomic workplace design
- Assessment of psychosocial risks
- Emergency management and first aid structures
- Systematic analysis of accidents and near misses
- Occupational health and safety requirements for suppliers and partners

## Our Commitments

### **1** LEGAL COMPLIANCE & CONFORMITY

Compliance with all applicable legal, regulatory and normative requirements in the field of occupational health and safety.

### **2** PREVENTION & RISK MANAGEMENT

Systematic identification of hazards, assessment of risks and implementation of appropriate protective measures – before incidents occur.

### **3** CONTINUOUS IMPROVEMENT

Ongoing review and further development of our management system in accordance with ISO 45001 through internal audits, performance indicators and management reviews.

### **4** PARTICIPATION & INVOLVEMENT

Active involvement of our employees in safety-related processes, reporting systems and improvement measures.

### **5** TRANSPARENT COMMUNICATION

Open communication about risks, incidents and opportunities for improvement – without assigning blame.

### **6** HEALTH PROMOTION & WELL-BEING

Promotion of a holistic understanding of health that considers both physical and psychological aspects.

## Sustainability and Future Orientation

Occupational safety is a strategic success factor. Healthy employees are the foundation for performance, innovation and sustainable growth. We understand our occupational health and safety management as a dynamic system that continuously evolves in line with technological, organizational and societal changes.

Our ambition: **ensuring safety today – and identifying the risks of tomorrow at an early stage.**

## Commitment

This occupational health and safety policy is binding for all employees and forms the framework for our management system in accordance with ISO 45001. It is regularly reviewed and, where necessary, adapted to ensure its effectiveness and continued relevance.