



## EHS Policy

Environmental protection, occupational health, and occupational safety (EHS) are part of our management principles. We help ensure the continuity and success of our company by creating and sustaining a work environment that is safe, healthy, and conducive to performance and by actively protecting the environment.

The following principles apply to all areas of our company. We are committed to taking responsibility for our employees, society, and future generations.

### **Efficient Occupational Health and Safety and Environmental Protection Management**

We actively use a global occupational health and safety and environmental management system that is undergoing continuous improvement and provide our employees with a fulfilling and fruitful life until retirement age. We elaborate forward-looking holistic concepts, structures, and processes that we implement in collaboration with our contractual partners. We carry out regular checks across all areas to determine the extent to which these measures have been implemented and to monitor the success of our management system.

### **Safe, Employee-Friendly Workplaces**

We are convinced that all work-related accidents and illnesses can be avoided. Motivated employees and managers help us achieve our goal of a zero-accident workplace. When it comes to protection, our employees and contractors have equal priority. When designing work centers and procedures, we take into account the latest trends and developments and place special emphasis on ergonomic design.

### **Reliable Actions**

We are committed to observing all legislation and specifications regarding occupational health and safety and environmental protection. We act in a responsible manner in accordance with our own regulations, which, in many cases, go beyond existing legal requirements. We configure, purchase, operate, and maintain machines and facilities in such a way as to minimize potential hazards, risks, and operational disturbances. Our technology is based on the latest state of the art.

### **Minimum Environmental Impact and Environmentally-Friendly Products**

Regardless of the activities we are carrying out, we endeavor to

minimize environmental impact by taking suitable measures in advance. We consume raw materials and energy sparingly and make every effort to minimize waste, waste water, noise, and other emissions. We manufacture environmentally-friendly products taking into account the entire product lifecycle.

### **Responsible Employees**

We hold regular information and training sessions to ensure that our employees and business partners have the expertise and knowledge to carry out their work safely in a health-promoting manner and with the minimum of environmental impact in all areas of the company.

### **Preventive Measures**

We preserve and promote the physical and psychological health of our employees. We take comprehensive preventive measures to protect our employees and prevent damage to the environment. Comprehensive and effective emergency measures are in place at all locations to ensure that our employees and visitors are treated properly in the event of injury.

### **Open Communication**

We conduct an intensive and trusted dialog with interested parties. We provide information about our occupational health and safety and environmental protection measures as well as the impact that each of our locations has on the environment.

**Klaus Rosenfeld**  
Chief Executive Officer