

## Occupational safety and health protection policy

### Objective

To protect our employees from accidents and illness, we operate a systematic occupational safety and health protection management (OS&HP management) system as a part of our integrated management system. We define our targets based on risk assessment, legal requirements and operational events.

### Responsibility of the management team

The Executive Board accepts its responsibility with regard to OS&HP management and is committed to maintaining, assessing and improving it as part of our integrated management system and supplying the necessary resources.

### Basic principles

Risks are to be avoided as a matter of principle.

We aim for an occupational accident rate of zero and take all the necessary measures to protect employees from work-related accidents and illness and their effects.

We help protect our employees by providing them with information and raising awareness regarding non-work-related accidents.

We encourage the swift rehabilitation of employees who have suffered an accident or illness.

### Responsibilities and competencies

In all areas of the company, the Executive Board and line managers are responsible for recognising risks early, managing and supervising them and notifying the relevant parties. They are also responsible for defining and implementing preventative measures for averting and avoiding damage.

### Assessing and improving the OS&HP management system

The Executive Board carries out regular assessments on the effectiveness of the OS&HP management system as part of the review process. Any improvement measures resulting from their assessment are integrated into the continuous improvement process (CIP).

### Compliance with the law

We undertake to comply with all the relevant legal provisions and requirements. We take all necessary and appropriate measures to protect our employees according to the state of the art.

### Working with employees

Our employees share the responsibility to prevent work-related accidents and illnesses and are required to follow safety guidelines and regulations. They will receive regular training and instruction to allow them to fulfil these regulations.

Employees are required to report any safety issues to their superior immediately.

### Communication

We maintain a co-operative relationship with interested stakeholders. Our OS&HP policy is available to the public.