

The Occupational Safety and Health Policy described below forms our steady basis for work and communication focused on safety and health. Our employees and customers can rely on it as a dependable and trust-creating supporting pillar. All employees are committed to these principles and focused on implementing them adequately. Our Occupational Safety and Health Policy is revised on an annual basis. Within the scope of determining our stakeholders' requirements, their expectations on Occupational Safety and Health are appropriately collected and analyzed. This allows us to derive measurable goals from our Occupational Safety and Health Policy and to review the results achieved at regular intervals.

- **We devote greatest attention to the Occupational Safety and Health of our employees**

Top Management and all executives devote greatest attention to the safety and health of our personnel. Occupational Safety and Health practices are the common task of company management, superiors and employees. All these parties are equally responsible in their daily implementation of occupational safety and health measures. The required tools and means to ensure Occupational Safety and Health are made available.

- **We strive to support personal responsibility**

Our employees participate in decisions which are relevant to Occupational Safety and Health.

- **We commit our suppliers to Occupational Safety and Health**

We communicate our understanding of Occupational Safety and Health to our suppliers. The implementation of Occupational Safety and Health practices plays a decisive role in the selection of our suppliers.

- **We commit ourselves to the continuous improvement of our Safety and Health Management**

Safety and Health of our employees are valuable assets of highest priority to us and also serve the benefit of our customers. Occupational Safety and Health practices are implemented comprehensively and continually improved.

- **We are committed to the fulfilment of legal and statutory requirements**

Legal and statutory requirements are fulfilled on a timely basis.

Dorsten, 02.08.2021



Signature General Manager