

HEALTH & SAFETY POLICY (ISO 45001)

Our **Health & Safety Policy** establishes the foundation for us to build our **Health and Safety Management System (HSMS)**. By creating and maintaining a safe and healthy working environment, we want to ensure the efficiency and long-term survival of our company.

Our responsibility towards our colleagues and other people is our top priority. Our goal is to maintain a balance between the well-being and safety as well as the performance of our colleagues through comprehensive health and safety management.

Health and Safety compliance is ensured through the following:

- Proper workplace design and optimization of the work processes
- Proactive focus on reducing our health and safety risks through risk assessments
- Substitution of hazardous substances
- Continuous improvement of our HSMS
- Fulfillment of all legal requirements for health and safety
- Consultation and participation of colleagues on health and safety
- Regular internal audits performed by the HIMS team
- Quarterly Health & Safety Committee with representatives from operational and support

We set objectives and targets, measure progress against them and share them with stakeholders, where appropriate. Targets are reviewed regularly to ensure they remain appropriate and achievable.

By integrating our objectives into our strategic decision-making, business planning and governance processes, we strive to accomplish this high level of performance along with continuous improvement.

In case of any questions, please do not hesitate to send an email to qualitymngt@hemmersbach.com