



Guiding principles for safety working and health

1. We want healthy employees. Therefore, the protection and improvement of the safety and health of our employees and all persons who are on our company premises by preventing accidents, by reducing or minimizing hazards and by designing work in a humane way is one of the top corporate objectives.
2. The standards for our occupational safety are set by the relevant occupational safety regulations, company agreements, the state of the art, occupational medicine, hygiene, and proven occupational science findings.
3. The occupational health and safety target is always "zero accidents" or "everyone safe and sound".
4. Our occupational safety is based on prevention and continuous improvement.
5. All actions or instructions for occupational safety and prevention of accidents and illnesses have priority.
6. Every employee of the company contributes in his or her place to the realization of our occupational safety goals. It is therefore the task of every employee, from trainee to managing director, to assume responsibility for occupational safety. Anyone who recognizes a safety risk and cannot eliminate it within the scope of his or her authority is obligated to inform his or her supervisor immediately.
7. Every job shall be performed safely right from the start. Personal protective equipment shall be provided and used wherever necessary.
8. Risks are to be avoided or minimized as far as possible.
9. Reaching our occupational health and safety goals is an important management task. All employees are encouraged and motivated to act safely and to prevent accidents.
10. Communication supports occupational safety. It takes place in dialog with our employees, with our safety officers, with our occupational safety specialist, with our company physician and, if necessary, with the local works council, including in regular meetings.
11. All employees are called upon to participate in the development and further development of health and occupational safety, e.g. via suggestions for improvement.