

OCCUPATIONAL HEALTH AND SAFETY POLICY

The Hegelmann Group applies occupational health and safety policy to ensure safe and healthy working conditions for each employee, to prevent work-related injuries and occupational diseases, and to develop a healthy and safe work environment culture based on personal responsibility and cooperation.

The **aim** is to define the basic principles of occupational health and safety of the Hegelmann Group.

1. Principles of occupational health and safety and the Hegelmann Group's commitments:

- 1.1. The fundamental principle of Occupational Health and Safety – Value the occupational health and safety. The management of the Hegelmann Group carries out an active management process that controls safety in all Hegelmann Group of companies.
- 1.2. The Hegelmann Group has prepared a clear plan for the continuous improvement of all workplaces as well as for internal control. The plan of preventive measures to be taken includes areas for risk assessment, responsible persons and the periodicity for reducing the risks of damage to health and accidents.

2. The Hegelmann Group assumes responsibility for the health and safety working environment it creates for its employees and undertakes to:

- 2.1. To comply with the requirements of occupational health and safety legislation and the principles of this Policy, ensuring that employees are familiar with this Policy;
- 2.2. To ensure that occupational health and safety objectives are set at all levels of the Hegelmann Group companies;
- 2.3. To ensure that employees are instructed on health and safety issues before starting work;
- 2.4. To assess risk factors in all workplaces and identify the number of problem areas where risk assessment has been carried out, and provide for risk factor management measures and work to prevent accidents and incidents at work;
- 2.5. To ensure that received reports of violations of health and safety at work are investigated, analysed and the necessary preventive measures are taken to prevent violations;
- 2.6. To ensure compliance of Hegelmann Group Companies' occupational health and safety with the ISO 45001:2018 standard (applicable only to Certified Companies);
- 2.7. to identify the areas of responsibility for occupational health and safety in the Hegelmann Group Companies and to delegate the relevant functions and powers to the responsible personnel;
- 2.8. To ensure opportunities for employees and their representatives to consult on occupational health and safety issues and to participate in the activities of the occupational health and safety management system. To support the establishment of occupational health and safety committees and their activities;
- 2.9. To seek to oblige contractors, business partners to comply with the principles of this Policy, to comply with the applicable occupational health and safety legislation and standards, and to assume responsibility for creating safe working conditions for their employees;
- 2.10. To cooperate on occupational health and safety issues with business partners, public

authorities and bodies and other stakeholders.

3. The main areas of focus for occupational health and safety of Hegelmann Group:

- 3.1. Personal protective equipment;
- 3.2. Safety of machinery;
- 3.3. Emergency preparedness;
- 3.4. Incident and accident management;
- 3.5. Ergonomics of the workplace;
- 3.6. Handling of chemical and/or biological substances;
- 3.7. Fire safety.

4. Hegelmann Group occupational safety and health key indicators:

- 4.1. Number of employees trained on health and safety education issues;
- 4.2. Number of identified problem areas where risk assessment has been carried out;
- 4.3. Number of incidents/accidents, unsafe conditions and unsafe behaviours reported;
- 4.4. Number of LTA's/NLTA's.

5. Final provisions

- 5.1. The heads of the Companies and/or their appointed employees are responsible for the implementation and proper enforcement of the Policy in the Hegelmann Group Companies.
- 5.2. All employees of Hegelmann Group companies are familiar with the Policy and are obliged to comply with the provisions of the Policy and to participate actively in its implementation.
- 5.3. The Policy is reviewed annually to ensure it remains relevant and up-to-date.
- 5.4. The Policy applies to all Hegelmann Group Companies.

Document title:	Occupational Health and Safety Policy
Approving authority:	Shareholder of the Hegelmann Group Anton Hegelmann
Approved by:	2023-08-01
Date of entry into force:	2023-08-01
Policy owner:	Department of Occupational Health and Safety
Policy organizer:	Department of Quality
Policy publicity:	Publicly available

A handwritten signature in blue ink, appearing to read 'Anton Hegelmann', is positioned to the right of the table.