



## **C1 - Health and Occupational Safety Policy**

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## 1 Preface

We are convinced that healthy employees in a healthy working environment are our greatest asset. Such employees are the prerequisite for performance and thus for economic success and job security at Harro Höfliger.

In compliance with §8 Paragraph 3 of the Occupational Safety Act (ASiG) overall responsibility for the effective implementation of Health and Safety at work lies with Stefan Mayer - Senior Director QHSE - Compliance Officer.

The Occupational Safety Specialist is responsible for the day-to-day implementation of this policy. He is supported by the company's Safety Officers and First Aid Responders.

## 2 Policy

### 2.1 Ensuring a high standard

Using an occupational health and safety management system in accordance with DIN ISO 45001, we aim to continuously improve our standards in the area of health and safety. We ensure this by the integration of this management system into our certified Quality Management System according to the DIN EN ISO 9001 standard.

### 2.2 Principles

- Health protection at work as well as accident prevention and plant safety form the basis for keeping employees healthy. It is for this reason that we promote health awareness and safe working in order to exclude or minimise work-related health risks for our employees.
- We integrate all employees in the improvement process by expressly calling for suggestions for accident and damage prevention, for improving health care and health protection and implementing these suggestions after they have been ratified by Senior Management with regard to suitability and feasibility.
- We continuously check all activities regarding the effects on occupational health and safety, adapt them to current circumstances and thus improve the integrated management systems at Harro Höfliger.
- An open dialogue with our employees, the public and authorities is important to us and is conducted as transparently as possible.
- Managers and employees of Harro Höfliger are obliged to comply with legal regulations and operational requirements (binding obligations) in terms of health and safety at work at all times. They should protect their own health and that of other employees.
- In all operational activities, care must be taken to prevent accidents and work-related illnesses as far as possible.

- The management of Harro Höfliger and the responsible persons at the company's locations provide the necessary resources to ensure that the health and safety of all concerned is ensured.

### 3 Strategic Goals

- Promotion of the systematic awareness of health and safety at work in the company.
- To permanently maintain the health and physical integrity of all employees through structured health and safety management.
- Continuous improvement of behaviour regarding health and occupational safety and development of a culture of prevention in the company
- Continuous review of the ongoing work processes and preparation of the corresponding risk analyses.
- Increasing employee satisfaction through transparency and open communication relating to all health and safety matters.
- Ensuring compliance with legal requirements, also with the help of regular training for all employees.
- Monitoring of statistics on failures and accidents as a basis for continuous improvement.

### 4 Supporting Documents

- Code of the Ethical Trading Initiative