

## Occupational health and safety policy

Health protection and occupational safety are part of the traditional self-conception of our company and form an important basis for our corporate success:

*"You maintain and lubricate your machines regularly. Do you do the same with your employees?"*

(Dr. Auguste Kirchner \*1899 †1986)

In order to maintain and preserve health as our most valuable asset, health protection at work, as well as prevention of work-related diseases and occupational accidents, are fundamental corporate goals. We consider these to be a crucial responsibility of the management and executives.

To achieve these goals, we strive to continuously improve the protection of our employees and their health. To do so, we provide all the necessary means and resources and make sure these are used efficiently.

All staff members are obliged to protect their own health and that of other employees by observing concrete measures, to jointly prevent accidents and health risks, and to contribute to the improvement of working conditions as well as the promotion of their own health.

Adherence to the relevant legal provisions and regulations, internal occupational safety-related stipulations as well as legal demands, standards and directives with regard to planning and acquisition of machines, tools and equipment are only minimum requirements. These are supplemented by the objectives and measures derived from our principles of action.

Königsberg, 05.04.2022



Julius Kirchner



In our actions, we generally consider the following:

- Determination and evaluation of potential hazards associated with workplaces and reducing possibly existing risks to an acceptable degree;
- Priority of technical measures over organisational and behavioural ones;
- Complete prevention or minimisation of health risks in connection with our products, goods or services already during the design process;
- Intended use of machines, tools and equipment;
- Measures of minimisation of fire hazards and environmental risks;
- Measures of hazard prevention and emergency response in case of accidents or damage events;
- Provision and use of the required, appropriate personal protective equipment (PPE);
- Organisation of workplaces according to the principles of ergonomics;
- Occupational medical care, supervision and consulting for staff members;
- Minimisation of health risks by means of selecting the working materials with the least possible hazard potential;
- Appropriate measures when using working materials and hazardous substances;
- Regular inspection of workplaces to check the effectiveness of protective measures;
- Reporting of safety deficiencies with the aim to remedy or minimise these;
- Analysis of causes of accidents and damage events in order to specify their root and to prevent any re-occurrence in the future;
- Requesting contractors to adhere to all health protection-related regulations and obligations incumbent on them;
- Information, instruction and training of employees regarding potential workplace-specific hazards, corrective and preventive action, and their personal responsibility in the area of occupational safety and health protection;
- Possibilities to take part in health-promoting measures and occupational health offers;
- Promotion of our staff members' self-motivation to actively discuss occupational safety and health issues and to improve these if necessary; and
- Further development and continued enhancement of the systems implemented in order to meet the occupational safety and health requirements.

