Global Policy on Occupational Health and Safety

07.07.2025

This policy defines the principles and requirements for protecting and promoting the health and safety of employees within the Scheidt & Bachmann Group.

It applies to all branches, subsidiaries and operating sites of the Scheidt & Bachmann group of companies, regardless of their geographical location, and to all employees, contractors, and visitors.

We undertake to comply with the following principles of occupational safety:

- The protection of health and safety is a high priority in our operational decisions and must not be unduly compromised in favour of productivity or economic interests.
- We are committed to complying with the applicable statutory and other binding requirements relating to health and safety at work. Where our risk assessment indicates that it is necessary or advisable, we implement additional protective measures.

We strive for a "zero accident culture" through preventive measures and safety-oriented behaviour.

Continuously improving occupational safety is a shared goal of the executive management, managers and all employees. We achieve this goal through the following procedures and processes:

- Hazards are identified, assessed and effectively eliminated or minimised. To this end, systematic risk assessments are carried out in accordance with international standards.
- All incidents/accidents are recorded, analysed and lead to corrective measures.
- Appropriate PPE (personal protective equipment) is provided, worn and regularly checked depending on the activity.
- Employees are briefed or trained in accordance with their role and the associated risks.
- Evacuation, fire and medical emergency scenarios and drills are part of the local safety concepts.
- Appropriate safety measures are taken and observed when handling hazardous substances.
- Regular internal audits and, where necessary, external certifications help to ensure compliance with the policy.
- Sites document safety indicators (e.g. accident rates, training rates) and report regularly.

The executive management is responsible worldwide for establishing an effective occupational safety management system. To this end, occupational safety officers are appointed in some companies and entrusted with the implementation of occupational safety management.

Managers actively demonstrate safe behaviour, promote a safety-conscious team culture and consistently implement measures. All employees are obliged to behave in a safe manner, report risks and actively contribute to improvement.

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This policy is an integral part of the company's corporate policy. Local additions are permitted provided they meet global requirements. The policy is reviewed regularly and adapted as necessary.

Mönchengladbach, 07.07.2025

Scheidt & Bachmann GmbH Management Board