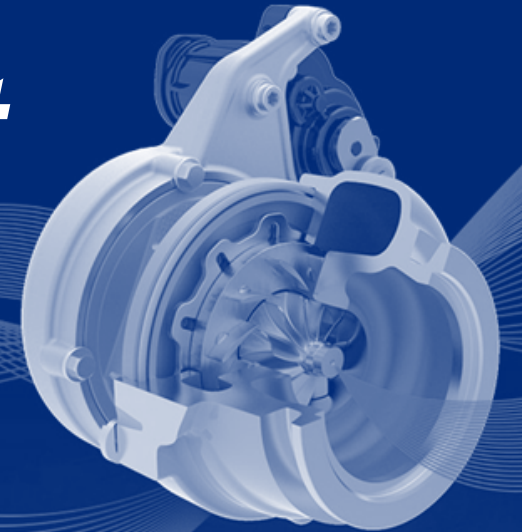


HSE Guidelines at St. Michael plant



August 28, 2023

1

SUSTAINABILITY

We are aware that our actions must be in keeping with the economy, the environment and responsibility for the community, and also keep future generations in mind. Paying attention to human health and safety, using resources and energy economically and keeping the environment clean are therefore company principles.

2

RESPONSIBILITY

The task of all employees in the company is to identify and prevent hazards to people and the environment. There is strict compliance with legally binding requirements and regulations, and obligations regarding occupational safety, health and environmental protection. Managers are responsible for identifying, assessing and eliminating hazards and for providing any necessary resources.

3

PRODUCTS

We develop and produce our products according to the motto "Safe-spotless-sparing". Our products increase human safety and decrease environmental impacts, even during their subsequent recycling and disposal.

4

PROCESSES

Taking economic efficiency into consideration, we design our processes so that human health and safety are given priority and the impact on the environment is kept as low as possible. We are prepared for incidents. We work with our suppliers and service providers on this basis.

5

CONTINUOUS IMPROVEMENT

We regularly review our processes and conduct. We measure the impacts on humans and the environment. This enables us to identify weak spots and opportunities for improvement and to design an effective programme for occupational safety, fire prevention, health and environmental protection.

6

OCCUPATIONAL HEALTH AND SAFETY

We see our employees as the company's greatest asset. Our commitment includes aspects for active and passive human protection. In a closed loop, managers and employees systematically analyse, assess and improve working conditions in the workplace. We regularly carry out preventive medical check-ups and run health campaigns.