

OCCUPATIONAL SAFETY AND HEALTH POLICY

Hegelmann companies (according to the organizational structure) apply an occupational safety and health policy to ensure safe and healthy working conditions for each employee, prevent work-related injuries and occupational diseases, and create a safe and healthy work environment culture based on personal responsibility and cooperation.

The aim is to define the basic principles of occupational safety and health at Hegelmann companies.

1. Principles for ensuring occupational health and safety and commitments of Hegelmann companies:

- 1.1. The main principle of Occupational Safety and Health - we strive to ensure the safety and health of employees at work, and prevent accidents, occupational diseases and other work-related risks.
- 1.2. Occupational health and safety is considered a valuable organizational asset, as it ensures not only the well-being of employees, but also contributes to the success of Hegelmann companies.
- 1.3. Hegelmann's management carries out an active engagement process that ensures the implementation of the safety policy in all of the company's companies.
- 1.4. Hegelmann companies have prepared a clear plan for continuous improvement and Internal Control for all workplaces. The plan of planned preventive measures indicates the areas of assessment, responsible persons, and periodicity of how to reduce the risks of health damage and accidents.

2. Hegelmann companies assume responsibility for creating a safe and healthy working environment for their employees and undertake to:

- 2.1. 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. ensure that occupational health and safety objectives are set at all levels of Hegelmann companies;
- 2.3. ensure that employees are instructed in occupational safety and health issues before starting work;
- 2.4. assess risk factors in all workplaces and determine the number of problem areas where risk assessments have been carried out, and provide risk management measures and strive to prevent accidents at work and incidents in the activities;
- 2.5. ensure that reports received about violations of employee safety and health are investigated, analyzed, and necessary preventive measures are taken to prevent violations;
- 2.6. ensure compliance of Hegelmann companies with the ISO 45001:2018 standard for occupational health and safety (applies only to Certified Companies);
- 2.7. to determine areas of responsibility for occupational safety and health in Hegelmann companies

and to assign relevant functions and authorise responsible employees;

2.8. ensure opportunities for employees and their representatives to consult on occupational safety and health issues and participate in the activities of the occupational safety and health management system. Support the establishment and activities of occupational safety and health committees;

2.9. to seek to oblige contractors and business partners to comply with the principles of this Policy, to follow applicable occupational safety and health legislation and standards, and to assume responsibility for creating safe working conditions for their employees;

2.10. to cooperate on occupational safety and health issues with business partners, state institutions and bodies, and other interested parties.

3. *The main areas of occupational safety and health at Hegelmann companies are:*

3.1. personal protective equipment;

3.2. machine safety;

3.3. emergency preparedness;

3.4. incident and accident management;

3.5. workplace ergonomics;

3.6. handling of chemical and/or biological substances;

3.7. fire safety.

4. *The main indicators of occupational safety and health in Hegelmann companies are:*

4.1. number of employees trained in safety and health education issues;

4.2. number of identified problem areas where risk assessments have been carried out;

4.3. the number of incidents, unsafe situations and unsafe behaviour reported;

4.4. Number of LTA/NLTA.

5. *Final provisions*

5.1. Managers and/or employees appointed by them are responsible for the implementation and proper execution of the Policy provisions in Hegelmann companies.

5.2. All employees of Hegelmann companies are familiarized with the Policy and must comply with the provisions of the Policy and actively participate 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 companies.

Document Title:	Employees safety and health politics
Approved by:	Shareholder Anton Hegelmann
Approved on:	2025-04-15
	2025-04-15
Valid from:	Employees safety and health department
Reviewed on:	
Policy owner:	Quality and processes department
	Employees safety and health department
Policy prepared by:	Publicly available

Anton Hegelmann

