

Occupational Health and Safety Policy

We have defined procedures for occupational health and safety.

The GRAMMER Group has described processes and activities in which current hazards are detected. The hazards and risks are observed and managed. As a rule, the risks and hazards are managed in directives / procedures and information of the integrated management system.

We comply with all relevant legislation and binding obligations in occupational health-/safety and fire protection.

The GRAMMER Group undertakes to comply with all relevant national laws and regulations (e.g. accident prevention regulations of the trade associations) as well as binding obligations in occupational health-/safety and fire protection at the respective locations. The trusting cooperation with authorities, institutions and other qualified partners (e.g. external service) is explicitly maintained.

We avoid hazards and the associated risks.

The active and early involvement of occupational health and safety experts in the company's relevant processes will shape the organization and facilities in such a way that the safety and health of our employees is not compromised.

In particular, the focus here is on the mandatory humane and ergonomic design of all workplaces.

Furthermore, we use only safe, appropriate state of the technology and at least local laws and binding obligations compliant machinery and equipment. We aim to manufacture our products without the use of hazardous substances wherever possible. The use of hazardous substances that are necessary for the process is regulated and the substitution principle applies.

In addition, analyses of hazard sands and stress are consistently carried out on a site-by-site basis. Prevention and prevention of accidents at work, occupational diseases and other work-related health impairments are considered to be maxims for the functioning of the GRAMMER Group. A global network of occupational health and safety experts is active in this process in a supportive/advisory manner.

We introduce the STOP principle.

In a procedural instruction, the management has defined the detection, assessment and risk assessment of hazards in the field of occupational health and safety and as a result measures are derived. The various relevant activities and jobs in the company are taken into account. The STOP principle (substitution-technical-organizational-personal) serves as an essential element for this purpose. In addition to routine training, in particular when starting a new job or taking up an activity in a new workplace, in the recruitment of new employees, in the case of changes in process processes, procurement and near-accidents, accidents, injuries or illnesses have been pointed out and trained for possible risks. After the substitution possibilities, technical and organizational options have been exhausted, suitable personal protective equipment that is appropriate and safe for the purpose is used on a mandatory basis.

We want to reduce incidents.

Incidents are subject to special surveillance. Incidents are investigated, if possible without delay, by the safety specialist the responsible management officer and the management. When reviewing the incidents, the risk assessment will be reviewed immediately. Potential for improvement and defects are identified, evaluated, managed and communicated. Incidents are documented and discussed in person with the affected employees.

We are aware of our overall responsibility in occupational health and safety.

Occupational health and safety is equally the responsibility of boards of directors, management, plant managers, managers, employees and employee representatives. All work responsibly on the implementation of necessary occupational safety measures. Every employee has a duty to draw attention to identified dangers and the right to eliminate sources of danger.

We demand and promote the active involvement of all our employees.

Through regular, annual targeted training and further education, we train, promote and motivate our employees so that they can carry out their tasks responsibly in the sense of this health and safety policy. We involve our employees in the detection of risks, risk assessment, definition of protective measures, incident investigations, the development and evaluation of the company code and the company policy as well as the respective objectives. Changes that affect occupational health and safety are also coordinated with the relevant employees and, if necessary, employees are trained.

We are continuously improving our occupational and health management system.

The aim is to continuously improve occupational health and safety against the background of maintaining and, where possible, promoting the health, job satisfaction and performance of our employees. In addition to the Occupational Safety and Health Act, other working groups are working on the concrete implementation and definition of the individual measures. The effectiveness of the decisions and measures taken is regularly reviewed. Internal and external audits are used to ensure national legal requirements and to meet site-related objectives. Potential for improvement is identified worldwide and appropriate measures are taken. The resulting synergy effects are deliberately sought. The necessary resources in the context of the site-related achievement of occupational health and safety objectives will be planned and made available in consultation with the management.