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# Occupational Safety Policy

## Introduction

The protection of its employees plays an essential role for the DIC group of companies (“DIC Group”). Particularly important in this context are efficient occupational safety and effective accident prevention strategies, particularly when considering the challenges posed by an increasingly demanding work environment that is evolving ever more rapidly as a result of the digital transition. The objective is to protect the Group’s employees effectively from dangers and health hazards. To this end, the DIC Group complies with all occupational health and safety standards currently in effect.

As employer, we take all necessary occupational safety measures, always considering the specific circumstances that impact the health of our employees at the workplace. We review these measures in terms of their effectiveness from time to time, and will adapt them to changing circumstances as needed.

## General principles

1. Work should be structured in ways that seek to avoid hazards to life as well as to physical and mental health to the greatest extent possible while keeping the residual hazards as low as possible.
2. Hazards should be neutralised at their source.
3. All measures should orient themselves to the state of the art in technology, occupational medicine and hygiene along with other proven occupational science findings.
4. The planning of measures should seek to integrate technology, labour management, other working conditions, social relations and environmental influences on the workplace in appropriate ways.
5. Personal protective measures are subordinated to other measures.
6. Hazards relevant for particularly vulnerable categories of workers should be taken into account.
7. Employees should be given appropriate instructions.

## What does occupational safety mean for us?

The term “occupational safety” covers all measures that are designed to ensure and improve safety at the workplace and health protection for our employees. We identify requirements, initiate decisions, and conclusively carry out measures. To ensure all of this, the occupational health and safety committee convenes once a quarter.

## Occupational Health and Safety Committee

Meetings of the so-called Occupational Health and Safety Committee are convened every quarter. They are attended by company representatives, third-party experts for occupational safety, the company doctor and the company’s Safety Officer.

The Occupational Health and Safety Committee prioritises the following tasks:

- analysing the occurrence of accidents within the DIC Group
- deliberating measures and facilities to counter accident and health hazards
- sharing experiences made with the implemented measures
- coordinating occupational safety issues
- developing an occupational safety and action plan

## Safety inspection of workplaces

The DIC Group regularly commissions third-party experts to conduct occupational safety inspections in order to ensure compliance with the workplace safety measures that are necessary to protect employee safety and health.

## Preventive healthcare – occupational health surveillance

Safety and health hazards at the workplace may, under certain circumstances, be detrimental to employee health. The purpose of occupational health surveillance measures is to recognise and prevent work-related ailments, including occupational diseases, early on.

Employees of the DIC Group are regularly offered eye tests, ergonomic consultations as well as vaccinations and other health-related consultations by the company doctor.