

Our behavior explained

Health & Safety Directive



Health and safety of our employees*

should be taken into account first in all decisions made by DEMMELE. Striving to provide a healthy and safe working environment not only adds value to our company – but also contributes to both quality and productivity. It also increases engagement and improves the well-being of our employees.

In order to make DEMMELE an attractive and popular employer in our business areas, every manager must actively work to promote a healthy working environment from a physical and psychological point of view.

Everyone is responsible for health and safety

We expect everyone to contribute to and maintain a safe and healthy work environment.

- As a manager, you will be responsible and accountable for the implementation of national and local health and safety laws, DEMMELE guidelines and other applicable requirements and working procedures. You are expected to participate in training, exchange information, monitor implementation, improvements in health and safety at work.
- As an employee*, you are responsible for understanding the principles of this policy and acting accordingly and behaving in a way that ensures both your own health and safety and that of others.

Prevention and promotion

This health and safety policy is based on the belief that accidents, near misses, work-related illnesses and uncertainties can be prevented. Within DEMMELE, we expect all employees* to behave in a trusting and open manner.

The implementation of technical protective measures is intended to eliminate hazards. Instruction and information to our employees* reduces health risks and increases occupational safety.

In addition, they are involved in continuous improvements to the working environment. With the support of health and safety experts, plant management implements best practices for designing and improving the working environment.

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Implementation and guarantee

To create and maintain a safe and healthy work environment, continuous, systematic improvements are required.

We expect the following:

- Everyone actively participates to create good working conditions and put the health and safety of employees* first in all decisions to be made. Health, safety and well-being are to be integrated into the design of our new and redesigned facilities, products, services and processes.
- Managers must measure health and safety performance, plan and implement measures to improve the working environment, and monitor progress.
- Health and safety at work should be an integral part of all our processes and daily routines.
- The principle of prevention applies in the company.
- Employees* should be encouraged to identify actual, potentially unhealthy and unsafe conditions, take action, make suggestions and recommendations for improvements, and bring them to the attention of the respective plant management. Leaders need to act on and follow up on employee recommendations and improvements until the risks are reduced or eliminated
- All organisations must be supported by competent and trained health and safety experts.
- All employees* must ensure that any visitor or contractor for whom they are responsible is informed of the local regulations applicable to their stay. safety rules and regulations.

Mandatory rules for your protection and safety:

Safety is the overriding principle and the key element of our success. Safety is the basic requirement for all of us – in everything we do. Everyone is responsible for their own safety, but also for the safety of others around them.

The purpose of these 10 rules listed below is to

Occupational Health and Safety Policy

DEMMELE Group



Freigabedatum: 16.07.2024, Dok.-Nr.: INFO00102, Index3

- create a safe environment,
- to avoid accidents and damage to health,
- Develop a leading safety culture

The rules are derived from daily work. The result should be discipline and constant vigilance in adhering to safety measures – at work but also at home. In principle, they always apply. In any case, for everyone who works for DEMMELE or is at one of their locations.

If a rule is not followed, we ask the following questions:

- Why wasn't the rule followed?
- Was the rule understood?
- How do we ensure that it is adhered to in the future?

This will allow us to quickly discover and fix vulnerabilities.

We are obliged to consistently follow these rules. Knowing violations may result in disciplinary action. Regardless of hierarchy or position – for the protection of all of us.

The management of DEMMELE is committed to these rules at all of the group's locations worldwide.

Take the rules to heart: Work safely and protect yourself and your colleagues*!

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Our 10 rules for your protection and security:

1. Before starting your work, make sure that you can carry out your work safely. If this is not possible, inform your superior. Malfunctions in the machines, systems, cranes or industrial trucks may only be remedied by qualified personnel.
2. If a machine or system is in an unsafe condition, you must prevent any restart from the outside, e.g. by attaching a plate and lock to ensure machine safety. Report any deficiencies immediately to your nearest supervisor.
3. Protective devices may not be dismantled, bypassed or changed as part of machine safety. They protect your life.
4. Please note the information on emergency preparedness (fire and accident) on the escape and rescue plans.
5. Always wear the required personal protective equipment (PPE).
6. When handling chemicals or hazardous substances, observe the information in the operating instructions and hygiene rules, as well as the ban on eating and drinking at designated workplaces.
7. There is a general ban on smoking on company premises (designated smoking areas are excluded) to ensure fire safety
8. Please use the work tools and aids provided to ensure ergonomics at your workplace.
9. When storing objects, containers, molds, etc., pay attention to stability. Secure every load during transport.
10. Be sure to adhere to the general ban on alcohol and intoxicants.



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* For reasons of easier readability, only male formulations are used in this document and in all regulations based on it, to the extent that gender-neutral formulations cannot be used. However, this always refers to people of any gender identity, i.e. male, female and diverse and, where provided for in other countries, corresponding differentiations for the collective term "diverse".

