



Occupational Health and Safety Policy

for the Branicks Group and its employees¹

Effective as of	01/12/2023
Scope of validity	Branicks Group

Version management

Version	Date	Revision	Source	Approved by
1.0	22/12/2021	-	DIC	Management Board
2.0	24/11/2023	Substantive addition	Branicks	Management Board

¹ The term “employee” is defined as: any person employed by Branicks Group AG and its member companies, including executives (while not including members of corporate bodies of Branicks Group AG), temporary employees, part-time employees, temporary student workers, short-term workers, apprentices, trainees and interns. To ensure a pleasant reading experience, it was decided to use male terms only for any gendered job titles and nouns that refer to persons generically, where applicable. The generic use of male terms is principally gender-inclusive in the sense of gender equality. The short generic form was chosen for editorial reasons alone, so as to improve the text’s readability, and implies no judgement of any kind.



Introduction

The protection of its employees plays an essential role for the Branicks Group of companies. 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 Branicks Group complies with all occupational health and safety (OHS) standards currently in effect.

Targets of occupational health and safety

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 if necessary.

To improve our OHS performance we have established a quantitative target. We want to reduce the number of work-related accidents (fatal or non-fatal) for employees and contractors to zero by 2028.

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.
8. Our occupational health and safety is compliant with the ILO Occupational Safety and Health Convention standards.

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.

We are committed to continually improve the performance of our OHS management system.

Occupational Health and Safety Committee

Meetings of the so-called Occupational Health and Safety Committee are convened every quarter. They are attended by company and employee 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 Branicks 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 health and safety action plan



Safety inspection of workplaces

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