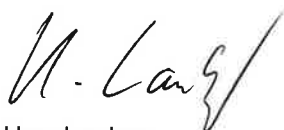


Health and Safety Principles


Our employees make an important contribution to the company's success. Therefore, occupational health and safety of all employees are of utmost importance to us and part of our corporate responsibility. We have derived the following Health & Safety principles from our strategy and management policy.

- 1) We follow the principle "Safety first"!
- 2) We support our managers and employees in their responsibility for occupational health and safety, enable their professional qualification, actively involve them in the implementation of the requirements and expect safe and healthy behavior. Occupational health and safety protection is an essential part of the management task. The managers support the implementation personally and actively.
- 3) We aim to agree on these guidelines in our partner, supplier and customer contracts.
- 4) Through rapid, systematic and system-based incident reporting, we enable sound analysis and derive improvements from it.
- 5) Based on opportunities and risks, the requirements of our interested parties and regular inspections, we continuously develop our occupational health and safety management system, including related compliance aspects.
- 6) We incorporate occupational safety and health into our planning and decisions at the earliest opportunity, and promote preventative improvement measures to provide safe and healthy working conditions for our employees. Based on best practices and incidents (unsafe situations, near misses and accidents) we increase occupational health and safety protection in all areas and fields of activity.
- 7) We analyze the risks and dangers in all work areas and for all fields of activity. We work closely with our employees or their representatives, customers and business partners. We eliminate the risks and dangers or reduce them to an acceptable level according to the STOP principle. Here stands STOP (Substitution, Technical, Organizational, Personal Protective Measure) for the order of the measures.

Executive Board



Dr. Uwe Lauber
CEO/CTO



Wayne Jones
CSO



Martin Rosik
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Jürgen Klopffer
CFO