

OCCUPATIONAL HEALTH AND SAFETY POLICY



FOREWORD

Our company designs and implements highly specialized process solutions for pharmaceutical and medical technology companies worldwide, as well as for consumer and home care products of well-known brands. Our portfolio is complemented by comprehensive services related to the customer's product. As a technology leader in various market segments, we are able to provide customers with customized solutions ranging from laboratory applications to full production lines. With a global network of subsidiaries and representatives, we are always close to our customers.

The safety and health of all employees and everyone working for us are our highest priority. We ensure safe and healthy working conditions at all times through active health and safety management. Our goal is to prevent workplace accidents and work-related illnesses. We comply with all applicable laws and regulations. Occupational health and safety is an integral part of our daily work.

We operate an occupational health and safety management system.

In doing so, we commit to:

- systematically identifying, assessing, and reducing hazards and risks
- eliminating hazards at their source wherever possible
- providing safe work equipment
- supplying appropriate personal protective equipment
- regularly reviewing our occupational health and safety performance
- continuously improving our system
- being prepared for emergencies and responding appropriately

Managers bear particular responsibility for occupational health and safety. They act as role models within our organization and ensure that rules are implemented.

All employees are required to:

- comply with safety regulations
- work attentively
- contribute to their own safety and the safety of others

Suggestions, feedback, and ideas for improvement are expressly encouraged and receive careful attention. Accidents, near misses, and unsafe situations must be reported immediately. We foster an open safety culture. Mistakes or reports do not lead to disadvantages – they help us improve.

Regular training and instruction ensure that everyone can work safely.



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These principles apply to all employees as well as to contractors, visitors, and partners operating within our area of influence. We expect all parties involved to comply with our occupational health and safety requirements. We work together in a spirit of trust. Only by working together can we create a safe and healthy working environment.

A stylized, handwritten signature in black ink, appearing to be 'TW'.

Thomas Weller
CEO