

# HSE policy BayWa r.e. Group

Valid for all fully consolidated companies of BayWa r.e. Group

Version	2.0
Author	Head of Global HSE
Valid from	01 Oct 2024
Policy owner	HSE

This policy was approved by BayWa r.e. Group Executive Board.

Oct 9, 2024

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Date



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Matthias Taft

Oct 13, 2024

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Date



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Daniel Gaefke (Oct 13, 2024 22:33 GMT+2)

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Daniel Gaefke

Oct 14, 2024

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Date



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Felix Colsman (Oct 14, 2024 08:33 GMT+2)

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Felix Colsman

This policy stipulates principles applicable to the BayWa r.e. group entities referred to in the above sub-heading (collectively the **“Recipient Entities”**). This policy is addressed to the management of all Recipient Entities, and such management shall be responsible for implementing this policy by organisational instructions or work instructions or other equally effective means. When implementing this policy, the Recipient Entities’ management shall take account of all local conditions, rules, laws and regulation.

## Mandatory Additional Information for the BayWa r.e. AG corporate book

Area of Validity	BayWa r.e. AG
Owner of directive	Head of Global HSE
Category	HSE
Description	HSE Policy
Year of publication	2024
Form of regulation	Policy

## **THE GENERAL OBJECTIVES OF BAYWA R.E AG.:**

**Health, Safety and Environment (HSE) are our company's core values with the highest priority. They make an essential contribution to sustainable development and long-term corporate success.**

Occupational HSE is a key factor in our economic success. Therefore, we regard the respective legislation and supporting directives as minimum requirements, supplemented by internal guidelines. Our aim is to **systematically and continuously improve Health, Safety and Environment protection.**

## **OUR GUIDING OBJECTIVES FOR HEALTH, SAFETY AND ENVIRONMENT ARE:**

1. The company's highest priority is the health and safety of our employees, contractors and visitors.
2. We offer employees a safe and healthy work environment and promote their HSE awareness through continuous education and training.
3. We involve our contractors, logistics providers, suppliers, and customers in our HSE activities.
4. We recognize, confirm and reward HSE-conscious behavior and mindset.
5. We have a ZERO blame approach for HSE-related errors and empower people to make decisions and learn from their mistakes.
6. We encourage everyone to STOP any unsafe work.
7. We use resources sparingly and prevent pollution by reducing polluting emissions to a minimum.
8. We regularly assess the state of HSE protection in our company to ensure continuous improvement.
9. We engage in open dialogue and consult with interested parties, our employees, authorities and the public.
10. We provide the necessary resources to realise our HSE activities.

The goal of BayWa r.e. AG is that by providing information and training, **every employee will recognise the importance of HSE at work**, resulting in a **supportive culture** and achieving the goal of **healthy employees working in a safe environment.**

## PEOPLE

We want everyone who interacts at every level within our company **to be mentally and physically healthy**. This is paramount to our management and fundamental to our values. We also expect those stakeholders to take responsibility for their safety and those around them using their **knowledge, skills and training** to do this. We will achieve this through clear instructions on our sites, at our premises, and clearly defined responsibilities. Those driving on behalf of the company will be regularly trained and informed.

## PLANET

**We plan, control, maintain, and check that our equipment, plant,** and facilities are safe and that hazards are managed for contractors and employees. New tools, equipment and processes are introduced only after assessing the risks to health, safety, environment and quality. We will achieve this through **effective risk assessments** and **proactive procurement policies**.

## PROCESS

We use continuously reviewed procedures to achieve high HSE management standards in all aspects of our business. Our **HSE Manual** is the platform for managing our HSE arrangements, developing targets and operational controls and meeting business objectives, verified through periodic monitoring & audits. **Clear communication** is pivotal in promoting the HSE Objectives set out in this policy. We will achieve this communication through regular, well-prepared meetings, peer reviews, and regular bulletins from the entire HSE community.

## PERFORMANCE

Our high-performance standards are reviewed regularly, ensuring we **comply with all industry regulations**. We will aim to eliminate hazards, reduce HSE risks, investigate where required and best practice procedures followed. Management will drive an ongoing programme of **continuous improvement**, measured through KPIs put in place for all elements of HSE to enhance performance.

All internal and external employees, as well as contractors, are required to comply with this policy.

BayWa r.e. AG Managing Directors review this HSE Policy annually.