

# POLICY

## HEALTH AND SAFETY POLICY

### 1 PURPOSE

The purpose of the Health & Safety Policy is to define the **STÖLZLE** principles of occupation health and safety protection.

### 2 SCOPE

This is a **STÖLZLE** wide policy.

### 3 POLICY STATEMENT

Workplace health and safety will remain our first priority in everything we do, and we will ensure that all employees, managers, supervisors, contractors and the Board are actively engaged in this ideal.

Stölzle is committed to striving towards zero harm and carrying out all our business activities in a sustainable manner by:

- providing a healthy and safe workplace for all employees, contractors and visitors to the company's sites
- engaging with our staff frequently to ensure that health and safety remains top of mind at all times
- pursuing continuous improvement in all aspects of our business.

To achieve health and safety performance consistent with this policy, the company ensures as a minimum that it meets all its obligations and is proactive in adopting the following principles.

These are the **STÖLZLE** principles:

- Everyone will understand their responsibilities and will be held personally accountable for their actions.
- Suitable and sufficient resources will be readily available to support the risk minimization effort.
- All risks of all activities will be assessed and any required improvements programmed for adoption.
- Suitable training will be provided to enable all employees to undertake their work activities in a safe manner.
- All accidents, incidents, near misses and hazard reports will be fully investigated to identify root causes and to introduce appropriate remedial actions which will be communicated effectively.

- Health and Safety performance will be monitored and subject to regular management review. Any resulting improvements will be implemented and communicated.
- Suitable welfare facilities will be provided and maintained in a hygienic condition.
- Driving guidelines will be developed and deployed for all personnel who drive vehicles on behalf of the company.

#### 4 RESPONSIBILITY

To ensure that the policy is achieved, all employees will need to demonstrate their commitment by their personal actions and behaviours.

Compliance with this policy is a condition of employment. Appropriate disciplinary action will be taken against persons who deliberately contravene safety procedures.

The Corporate Management takes accountability for the effectiveness of the Health and Safety Management System. With the appointment of H&S Representative(s) as well as work health and safety committees, the management ensures the requirements to be integrated into all business processes and to comply with legislation, with our principles, as well as their regular monitoring and reporting.

	Date	Position	Name
Issued	01.07.2019	H&S Manager Group	Schalk, Birgit
Audited	15.07.2019	IMS and Quality Director Group	Kloukinas, Benjamin
Approved	22.07.2019	CEO	Feith, Georg