

## Occupational health and safety policy (status 04 | 2024)

As a multi-service provider, Klüh specialised divisions also provide services in areas that are considered particularly safety-critical. Not only, but especially here, an effective occupational health and safety policy is of the utmost relevance. In addition, an extraordinarily high level of safety awareness is required in the behavior of managers and employees.

1. Our high standards are reflected in the following occupational health and safety targets:

- 1.1 As a service provider, the most important resource at Klüh are our employees. The health and safety of our employees is therefore a top priority. Workplace health promotion and occupational health and safety are essential for the long-term performance of our employees as well as increased productivity and identification with our organization.
- 1.2 Workplace health promotion combines risk reduction and the expansion of protective measures as part of accident prevention. This principle is incorporated into all areas of the company and important decisions.
- 1.3 We align all our actions and measures with the overarching goal of "**Vision Zero**", we aim to have **no accidents at work** in the organization. Progress and specific annual targets are monitored using key figures and recorded in annual reports.

2. The following guidelines apply to the optimal implementation of our goals:

- 2.1 All employees are familiar with and responsibly apply the legal provisions and company regulations to ensure safety, health and environmental protection. All prescribed measures are implemented and the necessary resources are made available. In addition, Klüh offers various courses that go beyond the legal requirements (further training and seminars at the Klüh Academy, Klüh Safety School or external providers, etc.), which are available to all employees.
- 2.2 Employees are involved in the process of developing new health and safety measures.
- 2.3 Through attentiveness and conscientiousness, all employees ensure that safety-relevant events are recognized in time, reported immediately and processed as quickly as possible.
- 2.4 All employees must comply with the client's safety requirements. No one acts without being qualified to do so. To prevent damage, the necessary information and instructions must be passed on immediately.
- 2.5 Every employee acts according to the precautionary principle and prevents accidents at work and damage to health and the environment through preventive and careful behavior. Employees point out behavioral errors or unacceptable risks to each other. Open communication regarding health and safety matters is actively promoted by managers, e.g. through short, interactive safety refreshers (so-called "safety moments").
- 2.6 All employees undergo continuous further training within their area of expertise, thereby ensuring professional conduct in the performance of their work. This leads to a reduction in risks and the best possible health protection for all those involved - employees, customers and other stakeholders.

Complying with this policy helps preventing accidents and health or environmental risks that could hinder production processes or damage the image of the client and our company.