

# Occupational Safety and Health Policy



**osh**  
because we care

## We give top priority to health and safety at work.

We focus on people. Everybody should be able to perform their work well at our company and return home safe and sound.

Our objective is therefore to provide safe and healthy working conditions to avoid accidents, work-related illnesses, as well as physical and psychological stresses at work.

We empower all employees who work for us to act in a safe and healthy way.

## We jointly pursue a forward-looking safety and health culture.

We promote a culture in which we assume responsibility for each other. Everyone contributes to this.

Managers create the general conditions. They serve as a role model through their actions and perform their duties responsibly. Occupational safety and health and health promotion are management tasks.

Employees assume responsibility, are actively involved and play a shaping role.

The employee representatives are consulted and able to participate so they can play an active role in developing the occupational safety and health culture.

The areas of occupational safety, health and human resources provide effective support to managers, employees and employee representatives in the realization of their rights and duties.

The development of occupational safety and health expertise is an integral part of human resources development.

## We work systematically to achieve continual improvement.

We comply with applicable laws and other requirements including the obligations we have imposed on ourselves as a matter of course. We apply appropriate consequences in the event of violations.

The same standards apply to contracted companies and third parties as for us. This is taken into account in selecting and working with contracted companies.

Our actions are focused on achieving continual improvements in occupational safety and health management and our results.

Occupational safety and health and health promotion are an integral part of all our processes and are included from the outset – starting in the planning phase – in all technical, organizational, economic and social considerations.

Where possible, we avoid accidents and health risks and give priority to technical and organizational measures over administrative safety measures and personal protective equipment.

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