

Introduction

At Jungbunzlauer, we are committed to maintaining the highest standards of safety, security and health, protecting the well-being of all employees, contractors, and visitors, and promoting sustainable practices. Therefore, all Jungbunzlauer production sites adhere to the Responsible Care® program to improve safety, security and health performance. On top of this, SMETA (Sedex Members Ethical Trade Audit) 4-pillar audits are conducted on a regular basis to obtain an external verification of the standards in our production sites. We believe that fair and ethical business principles are central to safety, security and health and always follow our life-saving slogan “Work Safe and Home Safe Every Day”.

Purpose

With this policy we want to:

- Ensure compliance with national and international safety, security and health regulations.
- Establish measurable objectives for workplace safety, security and health.
- Cultivate a proactive safety, security and health culture that prioritises employee well-being.
- Ensure the security and safety of the plant, its personnel, equipment, and materials by establishing clear guidelines for controlling access, monitoring entry points, and ensuring secure operations within the premises.
- Achieve continuous improvement in safety, security and health practices.

Scope

This policy is designed to manage safety, security and health practices, continuous improvement and compliance with best practices. The Jungbunzlauer Group issues this policy as a guideline for the management of affiliated companies. It is the responsibility of the management of the subsidiaries to take care of the implementation of this policy, always adapted to the local circumstances.

Principles

1. Risk assessment and mitigation

We will conduct regular risk assessments to identify hazards in the workplace. Appropriate measures will be implemented to prevent accidents, injuries, and health issues. We aim for continuous improvement in managing workplace risks.

2. Employee involvement and training

Employees are the foundation of our safety, security and health program. All staff will receive regular training on safety instructions, emergency procedures, and hazard awareness. We encourage participation in safety programs and the reporting of unsafe conditions or practices.

3. Preventive health measures

The company will take steps to promote the physical and mental well-being of employees, including regular health check-ups, wellness programs, and ergonomic workplace designs.

4. Emergency preparedness

Clear emergency response procedures will be established and communicated to all personnel. Regular drills and training will be conducted to ensure effective response to emergencies.

5. Continuous monitoring and reporting

Safety, security and health performance will be monitored through regular audits, inspections, and employee feedback. Reports of safety incidents or near-misses will be tracked and analysed to identify trends and implement corrective actions.

6. Access control

Only authorised personnel are permitted access to the plant premises. Access to certain areas may be restricted based on job functions and responsibilities.

Objectives and targets

- Zero fatalities across all operations and facilities.
- 2.5 incidents per 1.000.000 hours worked (LTIFR*) until 2030.
- Reduction of personal injuries (OFR**) by at least 3% per year.
- All gates, doors and access points will be equipped with appropriate security features such as locks, alarms and monitoring devices to prevent unauthorised entry.

*LTIFR = lost time injury frequency rate (number of lost time injuries occurring in a workplace per 1 million hours worked)

**OFR = Overall frequency rate (number of all cases with injuries per 1.000.000 hours worked)

Responsibilities

1. Management

Senior leadership is responsible for ensuring the implementation of this policy, allocating necessary resources, and fostering a safety, security and health-oriented culture.

2. Employees

All employees are required to follow safety, security and health instructions, report hazards, and participate in training. Employees should use safety equipment provided, act in a safe manner, and look out for the safety of others.

3. Contractors and visitors

Contractors and visitors must adhere to all safety, security and health policies while on company premises and must be briefed on specific procedures applicable to their work areas.

Review

This policy has been approved by the Executive Committee of the Jungbunzlauer Group and is subject to a regular review at least every two years, or whenever significant changes occur in operations, regulations, or other standards. Feedback from employees and stakeholders will be used to enhance the policy and improve the overall safety management system.

Reference

This policy should be read in conjunction with the following documents of the Jungbunzlauer Group:

- Code of Conduct