



Occupational Health and Safety Policy of Körber Business Area Technologies

Responsible for the document: Executive Board Business Area Technologies

Valid from 01.Sep 2022

Version 2.0

Modification log

Date	Modification	Type of modification
09.Sep 2011	Creation of Policy	Creation
01 Sep 2022	Rebranding from Hauni Group / Business Area Tobacco to Körber Business Area Technologies	Rebranding

Gendergerechte Sprache

For us at Körber, we value all stakeholders - regardless of their origin, gender, and sexual identities.

As an internationally operating Group, we closely follow the discourse on gender-equitable language, and do so across national borders. Internally, we are examining possible solutions that best meet the needs of all target groups. In this document, for the time being, we do not use gender-specific double terms or solutions for gender-equitable language for improved readability.

However, in the simplified form - such as employees - people of any identity are included.



Occupational Health and Safety Policy

Policy Statement

We see occupational health and safety as the totality of all operational measures that protect and maintain the life, integrity, and physical and mental health of employees at work.

Moreover, we want to promote the health, well-being and job satisfaction of our employees with suitable measures, while maintaining their employability throughout their entire working lives.

Occupational health and safety is an integral part of our corporate philosophy. It must contribute to the continuous improvement and long-term safeguarding of our company's performance.

We create safe and healthy work systems, an appropriate working environment, and working conditions that meet applicable requirements. We actively promote health in the workplace in order to strengthen the resources of our employees and thus those of our company.

We comply with relevant laws, regulations and company rules. We pursue a preventive and holistic approach to the continuous and sustainable optimization of our employees' working conditions, as a further objective of our occupational health and safety policy as a

leadership and management tool.

Prevention, i.e., the anticipatory adoption of measures to maintain the health and safety of our employees, is of particular importance. We use instruments and methods that contribute to the fulfillment of our corporate goals by improving the effectiveness and quality of our processes.

We see occupational health and safety as an upper and middle management task and integrate it from the outset into all relevant operating processes as well as into our technical, economic and social considerations.

When implementing measures, we take our guidelines and codes of conduct into account. We organize our occupational health and safety in an open, appreciative, cooperative and employee-oriented manner, considering and utilizing the know-how of our employees on site.

Occupational health and safety is the responsibility and obligation of all managers, along with each and every one of our employees.

Our action and method guidelines provide the framework within which occupational health and safety is organized and implemented.


CEO Jürgen Spykman



Date

Appendix: Action Guidelines, Method Guidelines



Occupational Health and Safety Policy

Action Guidelines

- 1 We implement legal requirements in a targeted manner that is adapted to respective operational circumstances and conditions.
- 2 We systematically look for improvements and are guided by the best solutions and the latest technology, knowledge and experience.
- 3 We create and maintain safe and healthy working conditions.
- 4 We eliminate perceived dangers immediately and eradicate hazardous faults and strains in a resource-friendly manner.
- 5 We provide the necessary resources and funds in the operational planning process.
- 6 We set operational goals and measure ourselves against them.
- 7 We integrate occupational health and safety into our operational and organizational structures as well as into our processes.
- 8 We assume responsibility for employees and resources in accordance with the respective management level and actively assume the resulting obligations.
- 9 We encourage our employees to play an active role; we foster their suggestions and proposals, and strengthen their knowledge and awareness.
- 10 We correct wrong actions immediately, in a factual and goal-oriented manner.

Method Guidelines

Prevention

We practice occupational health and safety preventively by analyzing our processes for hazards and strains, and by responding appropriately before accidents or health problems occur.

Risk minimization

We see accidents and health impairments as the result of the interconnection of various causes that converge in everyday operations, and whose impact and interactions cannot be predicted. We therefore reduce risks by eliminating or minimizing as many of the possible causes as possible. This gives us extra leeway to promote health and safety, and reduces our accident and health risk.

Holistic approach

We look at entire processes and work systems and take all influencing factors into account

- Technical; from work equipment, materials, processes and working environment
- Organizational; from regulations, processes and responsibilities
- Personnel; from their behavior, knowledge and skills of the employees involved in the process

and their effect on

- Accident risks
- Physical strain
- Mental (psychological) stress