

# Occupational Health and Safety Policy



## Objective

Occupational health and safety has a high priority in our company group. All production and sales companies within the Horst Brandstätter Group, are committed to complying with all relevant national legal requirements for occupational health and safety, considering current technical standards, as well as in the areas of occupational medicine and occupational safety. We want to protect and continuously improve the health and safety of our employees and all persons on company grounds.

## Health and safety

In order to ensure the best possible prevention occupational health and safety experts are actively involved in the design of our key work processes. Furthermore, regular analyses are carried out to assess potential hazards and stresses. The prevention and avoidance of accidents at work and occupational diseases, the minimisation of hazards and work-related health impairments, as well as the humane design of work are thus maxims for the working methods within the Horst Brandstätter Group.

## Responsibility

We are aware of our overall responsibility for occupational health and safety. It is therefore equally the task of the board of directors, management, plant managers, executives, employees and employee representatives to ensure maximum occupational health and safety. The necessary resources are planned and made available in consultation with the management. All those involved are called upon to work responsibly on the implementation of necessary occupational health and safety measures. Every employee has the right to have sources of danger eliminated and is equally obliged to point out dangers that have come to his/her notice. Personal protective equipment must be worn consistently.

## Active participation of all employees

We promote and motivate our employees through regular, annual targeted training and education so that they can perform their tasks responsibly in accordance with this occupational health and safety policy. We demand that employees and their representatives actively participate in the implementation of necessary measures.

## Continuous improvement

We aim at continuously improving occupational health and safety and thus maintaining and promoting the health, professional satisfaction and performance of our employees. The occupational health and safety committee is responsible for supporting this process and defining measures. The effectiveness of the decisions and measures taken is regularly reviewed.

Corporate Management and all employees of the company group endorse this occupational health and safety policy. We are committed to actively applying the mentioned requirements with the aim of continuous improvement. Together we engage to ensure that we can all work in a healthy and safe environment.

October 2025

**René Feser**  
Executive Board

**Bahri Kurter**  
Executive Board

**Matthias Fauser**  
Executive Board