

# Occupational Health and Safety Policy

**SENSECA Group**

Created by	Director ESG & Safety
Authorised from	CFO
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Date	Version	Name	Title
10-06-2024	1.4	Marco Bick	Director ESG & Safety

**Gender Notice**

For better readability, the generic masculine is used in this document. The personal designations used refer to all genders – unless otherwise indicated.



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## 1. Introduction

A secure workplace is a top priority at SENSECA. Recognizing that workplace accidents cause personal tragedy and financial loss to the company, our goal is to prevent accidents both in our own operations and in the contracted supplier factories in our supply chain. That is why we implement high occupational health and safety standards.

This Directive refers to the European Union's Framework Directive on Safety and Health (Directive 89/391/EEC).

Member States are free to introduce stricter rules for the protection of workers when transposing EU directives into national law. For this reason, the legislation of the various Member States in the field of occupational safety and health may differ. For this reason, the regulations at the individual SENSECA locations may differ.

The management has adopted this occupational health and safety policy on behalf of SENSECA. SENSECA's Director of Human Resources oversees the general compliance with this policy for our employees, including those under the supervision of our company. SENSECA's Senior Director of Purchasing oversees the overall compliance with this policy for our supply chain. This guideline is regularly reviewed in consultation and with the participation of the employee representatives.

## 2. Objectives

SENSECA pursues a "zero tolerance for accidents at work". By constantly reviewing continuous occupational safety-related measures, applying best practices and identifying unacceptable risks, it aims to completely eliminate all events that lead to injury, property damage or loss of work.

In addition, we are aware of the importance of creating a health and safety culture that puts health and safety at the heart of every decision at SENSECA. In this context, it is fundamental to define health not only as the mere absence of disease, but as a state of physical, mental and social well-being.

## 3. Scope

SENSECA offers safe and healthy workplaces to all employees and makes all necessary efforts to avoid damage to health.

We are committed to complying with all applicable legal requirements, assessing health and safety risks and hazards, and constantly improving by setting clear, quantifiable and appropriate strategic objectives, objectives and actions that enable us to track and evaluate our performance and communicate our performance in relation to those objectives.

SENSECA provides employees with information, training, tools and equipment to work safely and raise awareness of health and safety.

The management and management have a special responsibility to provide a safe and healthy working environment for their employees, proactively recognizing and resolving risks and hazards in a timely manner; Make health and safety a top priority and actively support this policy and allocate adequate resources to the implementation of the policy.

SENSECA's Director of Human Resources is part of our management team and regularly informs management about relevant health and safety issues.

#### 4. Responsibility

Health and safety are a shared responsibility. Likewise, employees are encouraged to think and act safely, and are expected to support this health and safety policy by following all applicable health and safety laws and regulations.

It is the duty of every employee to immediately report any injuries, accidents or illnesses related to the workplace to their supervisor.

SENSECA encourages its employees to play an active role in identifying hazards and to contribute suggestions or ideas to improve health and safety.

To this end, employees can report suggestions or violations directly to their manager or use the SENSECA whistleblower reporting system on the homepage openly or anonymously.

#### 5. Scope of Application

This environmental policy applies to all employees (m/f/d) of the company at all companies belonging to the SENSECA Group.

#### 6. Responsibilities

This environmental guideline is reviewed once a year to ensure that it is up to date. The following functional officers are responsible for the environmental directive:

- HR Officers
- Quality, Environmental and Occupational Safety Officer (QHSE Officer)

#### 7. Date of validity

This Directive will enter into force on 10 April 2024 and replaces all previous regulations.

Date	Name	Title	Signature
19-06-2024	Jürgen Schneider	COO/CFO	