

Annex 2 Occupational Health and Safety

Health and Safety Policy

1. The safety and health of our employees at work are of prime importance and make a key contribution to the company's success. As such, they are a corporate objective of equal standing with the quality of our products and commercial success.
2. Executive boards, management boards, the Group Works Council and all employee representative bodies pursue occupational safety and health protection goals jointly.
3. Occupational safety and health maintains and strengthens the performance capabilities and motivation of our employees
4. Occupational safety and health protection are an integral part of all company operations and are included from the outset – starting in the planning phase – in all technical, economic and social considerations. All relevant laws, ordinances, rules and associated operational regulations are complied with.
5. Prevention, the taking of forward measures to maintain the safety and health of employees, is a high priority in our company; the focus here is on the continuous improvement in occupational safety and health protection.
6. Managers are role models and must perform their duties responsibly. Occupational safety and health is a management task.
7. Successful occupational safety and health protection are dependent on the involvement and cooperation of all employees.
8. Employees must cooperate responsibly and to the best of their abilities in achieving occupational safety and health protection goals.
9. The same safety standards as for Leadec Limited employees apply to employees of outside firms. This is taken into account, in selecting and working with outside firms.
10. Non-compliance with basic occupational safety regulations may lead to corresponding consequences for managers, employees and outside firms.

Occupational safety and health policy - Explanatory notes

1. The safety and health of our employees at work are of prime importance and make a key contribution to the company's success. As such, they are a corporate objective of equal standing with the quality of our products and commercial success. Leadec Limited operates for the benefit of shareholders, employees and customers and also plays a role in the community. Both for humanitarian and economic reasons, the health and well-being of employees are an important part of this. Occupational safety and health and social well-being at the workplace are just as important as the economic security of employees provided by secure income. Occupational safety requirements are taken into account in all corporate decisions. Responsibility for the safety and health of all employees has the same high priority as the economic development of the company.
2. Executive boards, management boards, the Group Works Council and all employee representative bodies pursue occupational safety and health protection goals jointly. Avoiding accidents and illness in connection with work are the ideal goals of occupational safety and health. To get as close as possible to this ideal, continual improvements and new approaches to occupational safety and health are necessary. Executive boards, management boards, the Group Works Council and all employee representative bodies therefore demand and support
3. Occupational safety and health maintains and strengthens the performance capabilities and motivation of our employees. As well as its machinery and buildings, Leadec Limited is above all the sum of its people with all their capabilities and skills. The part played by these human resources in the success of the company is increasing all the time. Using and developing existing employee resources and tapping new ones is therefore of great importance to the development of the company. Health and well-being are the prerequisites for employees to be able to contribute their performance capabilities and develop the motivation to commit themselves to the full.
4. Occupational safety and health protection are an integral part of all company operations and are included from the outset – starting in the planning phase – in all technical, economic and social considerations. All relevant laws, ordinances, rules and associated operational regulations are complied with. A holistic approach to work takes into account technical, economic and social considerations. Occupational safety knowledge feeds into this process at numerous points. The most effective and most cost-efficient way is for occupational safety

knowledge to be integrated into planning and implementation processes from the very beginning. Piecemeal improvements introduced at a later date are necessarily limited in scope and generally result in higher costs.

5. Prevention, the taking of forward measures to maintain the safety and health of employees, is a high priority in our company; the focus here is on the continuous improvement in occupational safety and health protection. Prevention means taking action before any harm occurs. Experience in health care shows that early action is more effective and efficient than subsequent damage control. Ideally, workplaces and individual work operations should be designed so ergonomically that working causes no direct or indirect harm to health. Knowledge about stresses and hazards is improving all the time, as are methods of designing equipment and work processes. That is why existing work systems are regularly checked to see whether they involve hazards or stresses which could have an adverse effect on employee health. Where this is the case, improvement measures are initiated. This, too, is preventive action, as no harm has been caused to employees. The hazards/stresses are reduced before the damage occurs. Unfortunately, there have been cases – particularly in the past – where hazards/stresses have not been identified early enough or have been underestimated. Noise-induced hearing loss, asbestosis and silicosis are afflictions which have resulted all too often from such cases. To identify hazards/stresses whose harmful effects are not yet known, employee surveys are carried out, health insurance company data are evaluated and checked against company data, and the latest studies and findings in the field of occupational medicine are taken into account. To avoid illnesses at workplaces where the stresses are known but cannot be completely avoided, regular examinations of employees are carried out in order to be able to end their exposure to these stresses at the first signs of an illness that can still be remedied (e.g. noise induced loss of hearing).
6. Managers are role models and must perform their duties responsibly. Occupational safety and health is a management task. Managers carry responsibility for their co-workers and for fulfilling the duties assigned to them. In the plants and departments in their charge they are therefore directly responsible for safety. As well as machine safety they must also ensure safe operating procedures and pay attention to safe employee behavior. Managers are role models and must not behave in a way that jeopardizes safety or tolerate such behavior in others.
7. Successful occupational safety and health protection are dependent on the involvement and cooperation of all employees. Occupational safety and health is a joint task for which management, works councils and employees all bear

responsibility. Occupational safety and health tasks are very wide ranging and require ever increasing levels of expertise. The company has safety specialists, safety officers and occupational medicine experts to provide advice and organize occupational safety and health. They support managers at all levels in fulfilling their responsibilities.

8. Employees must cooperate responsibly and to the best of their abilities in achieving occupational safety and health protection goals. responsible for the area in question. Improvements can also be contributed within the framework of the company suggestion scheme. In addition to conditions at the workplace, safety is determined to a large degree by individual and collective behavior. All employees are called upon not to carry out any unsafe actions and also to draw attention to any unsafe actions carried out by others.
9. The same safety standards as for Leadec Limited employees apply to employees of outside firms. This is taken into account in selecting and working with outside firms. Leadec Limited makes no distinction between its own employees and those of other companies when it comes to safety. Anyone working for us on a contract or temporary basis must observe all valid occupational safety and health regulations, whether internal or statutory. This applies both to contracted firms and to all of their employees.
10. Non-compliance with basic occupational safety regulations may lead to corresponding consequences for managers, employees and outside firms. All involved must be conscious at all times of their responsibility to comply with their occupational safety obligations. Those who culpably violate the basic rules of occupational safety must expect consequences under labor or civil law.