

### **Industrial safety and health protection guidelines**

Industrial safety and health protection are part of our corporate identity and contribute an extensive share to our group's success

1. Health is our most precious asset. Healthy employees are essential to our company's performance and thus to our economic success as well as the safeguarding of jobs. This is why health protection in the workplace, prevention of accidents and plant safety are basic aims in our corporate group.
2. Every executive and employee is obligated to stick to legal and corporate regulations on industrial safety at any time. They are also obligated to protect both their own and the other employees' health and to pay utmost attention to the prevention of accidents and job-related illnesses, as well as to the prevention of negative effects on the company's environment. The management board is ready to provide the means necessary for this purpose.
3. Everyone ignoring these principles carelessly, deliberately or on purpose, and thus spoiling his own and further employees' health and ability, or putting third parties in danger, affects the group's performance and reputation in a negative way.
4. Our management system is continuously developed and improved with regard to industrial safety and health protection. All employees are urgently requested to contribute to the improvement of health care and health protection in the workplace with their ideas to prevent accidents and damage. We examine our system's efficiency by determining key figures which are then compared with the industry's figures. Improvements are introduced quickly, with a strong commitment and lasting effects.