



# Health and Safety Policy

[www.durr-group.com](http://www.durr-group.com)

## 1. Principles and values

Health and safety are integral and essential parts of our corporate strategy, which is geared to long-term value enhancement. Our health and safety strategy “STRIVING FOR EXCELLENCE IN SAFETY” is being implemented and continuously enhanced in all areas of our business activities.

Our aim is to preserve and promote the safety and health of all persons affected by the business activities of the Dürr Group. In order to prevent accidents at work and occupational diseases, we create a safe working environment and promote preventive measures to maintain employee health.

We are committed to complying with all relevant laws and regulations and collaborate constructively with authorities, institutions and business partners in this regard. Irrespective of locally applicable legal provisions, it is the goal of the Dürr Group to achieve a minimum standard in line with requirements in terms of health protection and occupational safety in offices, production areas and on construction sites worldwide. Binding framework requirements are contained in the Health & Safety company directives of the Dürr Systems, Schenck and HOMAG subgroups.

Executive management is responsible for health protection and occupational safety. All managers support a proper risk assessment and the implementation of appropriate measures to prevent injuries and occupational diseases. Our managers act as role models and provide assistance at all times.

We expect all employees to help to shape the continuous improvement of occupational health and safety. At work, every employee has to assume responsibility for his own safety and that of his colleagues.

All parties involved use their professional knowledge and skills to assess hazards and risks. This contributes significantly to the success of the health and safety strategy of the Dürr Group.

With our operational health management, we want to maintain and/or improve the ability to work, willingness to perform and motivation of our employees in the long term. We inform our employees about current activities and offer training programs. We support our employees in their health-conscious behavior and design workplaces and organizational processes with the health of our employees in mind.

We regularly review the effectiveness of the decisions and measures taken. Through internal and external audits, we evaluate the proper implementation and fulfillment of the specified goals and, if required, initiate appropriate corrective and remedial measures.

When selecting our suppliers and service providers, in addition to social and ecological criteria, we also consider safety-relevant aspects. Supplier management and the monitoring of our project construction sites are key elements of our health and safety strategy.

We expect our suppliers and service providers to comply with and disseminate the same safety standards to which we ourselves are committed.

## 2. Practice-related focus topics

### 2.1 Personal protective equipment

As an employer, the Dürr Group undertakes to provide each employee with the necessary personal protective equipment in sufficient quantities and for personal use for activity at the workplace. In addition, we as a company bear the costs for the personal protective equipment, instruct our employees as to its proper handling and ensure its safe use.

### 2.2 Product safety

The Dürr Group develops innovative solutions and manufactures technically sophisticated products that ensure safe operation. Our products comply with the relevant legal requirements and also meet the highest standards in terms of health, safety, environmental protection and quality.

### 2.3 Incident and accident management

Our processes for incident and accident management ensure effective immediate measures for medical first aid and limitation of damage.

Using the “5W” process and other structured methods, we analyze the causes of accidents and derive supplementary measures for accident prevention.

### 2.4 Emergency management

The emergency organization in the Dürr Group serves the purpose of dealing with possible emergencies in an orderly and systematic manner. For this purpose, we have defined an escalation model that distinguishes between disruptions, emergencies and crises. The associated organizational roles and responsibilities are successively established and documented in emergency plans. The primary goal is to protect our employees, ward off danger, maintain critical business processes, and continue business activities. In order to ensure that emergency plans can be reliably implemented when required, emergency drills appropriate to the hazard potential are necessary.

### 2.5 Workplace ergonomics

When furnishing workplaces in offices and industrial premises, as well as when procuring new machines, manufacturing and production systems, we take into account all relevant safety, ergonomic and health-related aspects.

### 2.6 Handling of hazardous substances and chemicals

Compliance with laws and other legal requirements for the protection of employees and the environment is a matter of course in the Dürr Group. Documented process specifications and instructions regulate the procedure according to the situation and requirements in order to ensure consistent conformity with the specifications. Using a specific work process, we ensure the safe handling of hazardous substances and chemicals at all workplaces. Based on the risk assessment, this process implements the local legal requirements in each case and includes the periodic instruction of employees.

### 2.7 Fire protection

Location-specific fire protection regulations at all Dürr Group companies serve to prevent emergencies and fires. They correspond to the respective legal requirements and include, among other things, information on hazard spots in the company, necessary measures for fire prevention as well as on the reporting and alarm systems.

In the event of a fire, rules of conduct are defined for employees and visitors (including reporting the fire, rescuing people, and attempting to extinguish the fire). In addition to the expert advice provided by fire protection officers, trained employees are available as fire protection and evacuation assistants.

## 2.8 Child labor and young workers

We reject any form of child labor without exception. Within our Group, we ensure compliance with the minimum age for regular employment in accordance with respective national regulations.

We oblige our suppliers and service providers not to employ children below the legal minimum age (in accordance with ILO Convention 138). In addition, we expect our suppliers to ensure that young workers under the age of 18 do not work nightshift or overtime and are protected from working conditions that are harmful to their health, safety and development. Our suppliers should ensure that the work tasks of young workers do not interfere with their school attendance. The service and classroom time of young workers may not exceed a total of 10 hours per day.

## 3. Contact options



Questions and suggestions regarding the Group strategy in the area of health and safety can be sent at any time to Corporate Health & Safety.

Should you discover possible misconduct by employees of the Dürr Group or when collaborating with our business partners, you have the option of reporting this directly to Corporate Compliance or anonymously via the Dürr Group Integrity Line.



Ralf Dieter  
CEO  
Dürr AG

Jaroslaw Baginski  
CFO / Health & Safety  
Dürr Systems sub-group



Susanne Schlegel  
CFO / Health & Safety  
Schenck sub-group

Rainer Gausepohl  
CFO / Health & Safety  
HOMAG sub-group