Health & Safety-Policy SSI SCHAEFER

PO-00083-EN | V9

Global Policy for Occupational Health and Safety

Our employees are our most valuable assets. Therefore, the physical integrity and health of each individual is of the utmost importance to the SSI Group. We include occupational health and safety in our global business processes and strive to ensure that employees leave the company at night as healthy as they arrived in the morning.

We embody the principle that safety-conscious and health-conscious thinking and acting of each individual contributes to the success of the company.

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We **undertake** to observe all **legal** and **ethical/moral requirements** in the field of occupational health and safety. In order to be able to fulfill this obligation, we **cooperate** with authorities, customers, insurance companies, service providers and other stakeholders.

We aim at **avoiding** accidents to ensure the physical integrity of employees, customers, suppliers, visitors and employees of partner companies.

We assume a **global approach** with regard to occupational health and safety.

Occupational health and safety is coordinated throughout the Group as it makes a major contribution to the sustainability efforts of the SSI Group. Local and regional leaders are in regular exchange to generate optimal, and if legally possible, **standardized procedures**.

At many locations of the SSI Group, occupational health and safety is anchored in correspondingly certified management systems and we are constantly working on **increasing the number of certifications.** Occupational health and safety management forms the strategic basis for the implementation of this safety policy.

The communication of occupational health and safety measures, rules and objectives is one of the keys to a successful occupational health and safety organization. Our approach is **appreciative communication.** Appreciation contributes to mutual respect and only by respecting each other an occupational health and safety organization can be successful.

In order to achieve c**ontinuous improvement** of occupational health and safety, we assess risks globally and locally. In plants, projects and offices, **the risk assessment takes place on a regular basis.** Our employees are involved in the elaboration and revision of the risk assessments.

We have the same approach in our relations with customers and contractors. **Detailed risk assessments** are elaborated together with implementation descriptions before each project and specifically adapted during the project.

Based on the risk assessment, our employees are regularly **instructed** with regard to occupational health and safety. These instructions are **documented** and provide an opportunity for employees to actively participate in occupational health and safety.

If accidents or near-accidents occur, they are **documented** and **systematically analyzed.** Immediate measures and long-term measures are defined to minimize risks. We focus on substituting the risk. Only then, we consider technical, organizational and personal safety measures.

With regard to product safety, we apply conformity assessment procedures in accordance with the applicable regulations. This procedure complies with the **certified quality management system** according to DIN EN ISO 9001 of the SSI Group.

We ask all employees for the active participation in implementing the occupational health and safety guideline.

Neunkirchen, September 01, 2026

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