

# Occupational Health and Safety Policy

## 1. Preamble

### 1.1. Aim and purpose of the Policy

For the PIERER Mobility Group, the health and safety of all employees is paramount. The aim is not only to prevent accidents at work, but also to proactively strengthen the professional skills and health of employees.

We understand under occupational health and safety the measures, means and methods used to protect our employees from work-related safety and health hazards. Our primary goal is the prevention of occupational accidents and the protection of the health of our employees and third parties. For this reason, we ensure that all legally required occupational health and safety measures and regulations are implemented in consideration of the circumstances.

Every manager is responsible for knowing the safety regulations and instructing his employees accordingly or ensuring that they are instructed by third parties. We and all supervisors and employees are equally responsible for consistent compliance.

All employees must comply with the applicable legal regulations as a minimum standard as well as the corresponding work instructions. How these regulations are to be implemented in everyday operations is trained in a safety instruction course, participation in which is mandatory for all employees.

The following occupational health and safety policy provides a detailed overview of the principles that are most important to us for protecting the health of our employees and the measures we take to achieve this. If more specific rules apply in individual subsidiaries of the PIERER Mobility Group, these take precedence over this policy.

## 2. Policy

### 2.1. Prevention of occupational accidents and hazard minimisation

We pursue a strategic approach to hazard minimization according to the "**STOP principle**".

- **S**ubstitution: Replacement of hazardous working materials with less hazardous ones. Vehicle testing on chassis dynamometers using robotic handling. Most welding processes take place on robotic equipment.
- **T**echnical protective measures: Protection of equipment by means of protective grids, protective housings, light curtains. Extraction systems at grinding and welding workplaces, as well as at installations with hazardous substances. Auxiliary devices for manipulating tools and workpieces.
- **O**rganizational measures: Design of footpaths and traffic routes. Marking of areas and access restrictions. Restriction of working hours in the event of increased force, noise or exposure to hazardous substances.

- **Personal protective equipment for accident-critical workplaces:** Continuous improvement and adaptation of safety equipment. For example, cut-resistant gloves to prevent cuts or safety shoes to prevent foot injuries, wrist bandages, safety glasses, monitor glasses. Appropriate hearing protection in noise areas such as test benches, processing machines and welding areas. Extension of operating instructions and briefings.

Each employee receives fire safety instruction as well as general safety instruction, which is specified for the respective workplace (for example, instruction for forklifts and pallet trucks, robot systems, test bench systems, machining centres, hand tools, screen workstations, etc.). To prevent accidents and injuries caused by tools and materials, material improvement specifications are continuously passed on to suppliers and implemented (e.g. avoidance of sharp burrs on components to prevent cuts).

Great attention is paid to the observance of the necessary and foreseen safety measures and that each employee follows the instructions given. In particular, everyone is obliged to wear the personal protective equipment specified and provided free of charge.

## 2.2. Due diligence process

We primarily take preventive measures to promote workplace safety and employee health. We commission regular evaluations of work areas by external specialists in cooperation with the internal safety specialist to identify hazards in the workplace, assess the risks and investigate any occupational accidents.

In order to promote safety in the workplace and employee health, we implement, among others, the following measures: Employee training on occupational health and safety, fire safety instruction, machine safety, hazardous materials training the workplace health promotion, general occupational health services (acute 1st aid, vaccination advice and vaccination, maternity protection, eye tests, noise examinations - audiometry, welding fume examination). Integration of impaired employees, as well as precautions to ensure suitable and ergonomic workplaces, conflict management in the work environment and resolution of psychological stress by an occupational psychologist and ergonomics consultant.

In addition, there is also a reactive response to occupational accidents. In order to achieve continuous improvement in the area of health and safety, an ongoing evaluation takes place. For the purpose of implementing improvement measures, the accidents are statistically recorded by the HR department in terms of cause, type, number, location / area and days lost by the employee concerned.

## 2.3. Workplace conditions and environment

In addition to direct protective measures to avoid safety and health hazards, we also ensure a safe and health-preserving working environment. This includes the following areas of action in particular:

### Use of operating resources

As a precautionary measure against occupational accidents, all company facilities and equipment may only be used for official business and for the appropriate purposes, unless private use is expressly permitted.

The operating equipment used at the workplace complies with the relevant regulations. To ensure this, we keep all necessary permits and licenses up to date at all times and carry out regular inspections and tests by external specialists and internal safety experts.

### Workplace ergonomics

As a further precautionary measure against accidents at work and, in particular, against occupational illnesses, we set up all workplaces in accordance with statutory and generally recognised safety and occupational medicine regulations so that work can be carried out without accidents and with little strain. By cooperating with ergonomists, we try to set up the workplace as gently as possible.

### Health Promotion

The PIERER Mobility Group attaches great importance to health promotion. Especially in the area of burnout prevention and support, there is close cooperation between employees, occupational psychologists and the HR department.

Lectures on mental health and burnout prevention held by occupational psychologists are another offer for individual and anonymous consultations.

Medical personnel are available in the company almost every day to treat acute injuries and to provide advice to employees. For further prevention and protection against illness, free vaccinations against flu, ticks and COVID-19 are also offered during working hours at the company.

All employees have the opportunity to receive free hearing and vision tests, as well as the offer of part-time reintegration after long periods of sick leave. VDU glasses, specially made safety shoes and custom-made insoles, as well as ergonomically shaped work equipment are provided as needed to further promote health. Additional health promotion programs, such as smoking cessation or physical training, are constantly being developed and expanded.

For new apprentices, a health check is carried out before they start in order to ensure a healthy start to their working life.

In order to further promote sporting activities among employees, participation in sporting events such as the business run in Salzburg or the Wings for Life Run is made possible and encouraged. In addition, discounted gym subscriptions are offered and fresh fruit is delivered daily for free consumption.

### Working environment during COVID-19

Regarding workplace conditions and the working environment, situational measures are taken to protect employees from potential hazards such as the COVID-19 virus. Among other things, these measures

include the large-scale installation of disinfectant dispensers, distribution of personal protective equipment such as FFP2 masks, installation of protective walls, implementation of mask obligations, ensuring safety distances and many others. The measures for the protection of employees are carefully selected and adapted, depending on the current infection situation, in order to be able to offer the greatest possible protection and the greatest possible freedom for employees at the same time.

#### **2.4. COVID Case Management**

In order to prevent the spread of the COVID-19 virus and to maintain undisturbed company operations despite the changed pandemic conditions, ongoing measures are taken in addition to the measures in the direct working environment of the workers and employees in order to protect all employees as best as possible. The measures taken by the COVID case management include internal contact tracing, ongoing vaccination offers, a Covid test line, hotline operation via e-mail and telephone, various test offers and individual advice and assistance on questions relating to employee protection against COVID-19.

### **3. Accident and incident management**

If, despite all measures, an occupational accident or other incident occurs, employees who are active in the voluntary rescue service and first aiders are posted at the first aid stations. These are regularly trained in refresher courses. Accidents and incidents are to be reported immediately, but no later than the following working day. This applies in particular to accidents at work that result in an employee or third party being unable to work. Such accidents are reported to the next superior as soon as possible and documented as an internal accident or incident report. The accident report must contain the circumstances of the accident, the consequences of the accident, the cause of the accident and the measures planned to prevent similar accidents in the future. Every reported accident or incident is evaluated and investigated by the safety specialist in cooperation with the occupational health service and the persons responsible for the workplace.

The measures are to be designed or implemented as soon as possible.