

# Occupational health & safety and environmental protection policy (EHS)

The occupational health & safety and environmental protection policy is the strategic basis for achieving our occupational health & safety and environmental protection (EHS) objectives. It is binding for all locations of the GEDIA Group and will be communicated by the management. Management will consistently call for compliance with the policy, monitor its appropriate implementation and regularly check that it is fit for purpose.

The EHS policy puts the emphasis on avoiding faults by using preventative methods such as risk assessments, workplace health promotion and the evaluation of environmental aspects.

We use the risk assessments and evaluations of environmental aspects to derive the EHS programme for measuring and continuously improving our performance in terms of occupational health & safety and environmental protection. Our integrated management system aims to reduce occupational accidents, workrelated health risks and pollution as far as possible in all areas of the company.

All employees, suppliers and visitors are obliged to comply with the relevant legal regulations and internal company occupational health & safety and environmental protection stipulations.

Our employees' skills are key when it comes to being capable of meeting these high standards. We analyse what skills are required for each task within our company and, through careful employee selection and comprehensive, customised staff training, ensure that we always have appropriate skill sets available. The aim of all occupational health & safety and environmental protection training is to increase awareness of the risks involved in one's own activities and to strengthen personal responsibility in terms of oneself, one's colleagues and our environment.

Our suppliers have a great influence on how occupational health & safety and environmental protection are implemented in our processes. We demand high standards as regards occupational health & safety and environmental protection and define these in our systematic supplier selection procedure. We encourage our suppliers as partners with systematic evaluations and active supplier development measures.

We systematically check the effectiveness of our occupational health & safety and environmental protection policy as part of our integrated management system by means of internal audits. The audit results form part of the monitoring system and the management review.

Within an environment of cooperative management, we promote a culture of trust, thus creating the foundation for open communication in all areas and across all levels, as well as for constructive criticism.



Helmut Hinkel



Markus Schaumburg

**Trust automotive experience.**

