

Group Occupational Safety Policy

Global Operations & GMS
Gerresheimer AG



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Introduction

Gerresheimer is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health, for all employees, contractors and visitors. The Gerresheimer Group's occupational safety policy addresses the protection against occupational injury and work-related illness. It supports our vision, mission, values, and principles such as GxCare: Taking care of people, for our employees, and our impact on society. They further set the frame for the implementation of our global health and safety targets.

Irrespective of the health and safety requirements of the Gerresheimer Group, compliance with applicable regulatory requirements is mandatory. In the event of any contradictions, local legal requirements must be followed if they are stricter.

The Gerresheimer Group Occupational Safety Policy was adopted by the Management on April 26th 2023 and entered into force the same day.

Dietmar Siemssen
CEO

Dr. Bernd Metzner
Chief Financial Officer

Dr. Lukas Burkhardt
Management Board



Management System and Governance

The Gerresheimer Group's occupational safety policy is applicable worldwide for the Gerresheimer Group and all Gerresheimer sites must implement them with an appropriate management system. Specific regional and local procedures are necessary elements for implementation.

We are committed to continual improvement of the Occupational Health and Safety (OHS) management system by measuring and controlling our performance by setting SMART goals to achieve year-over-year improvement.

Therefore, a certified management system according to ISO 45001 is mandatory for every Gerresheimer production site.

All resources required to set up the OHS management system and implementation of the resulting measures are provided.

We develop and roll out globally mandatory occupational safety processes and standards for all Gerresheimer sites and management teams with a clear target to further steer the whole organization towards a prevention-driven company.

The continuous improvement of OHS is the responsibility of each department and each employee. All employees, contractors, and suppliers, etc. must abide by our company OHS policy.



Leadership and Accountability

Occupational safety is a core responsibility of each and every employee, steered by the management team and supported by the local safety officers/experts.

We require our plant managers as well as the whole management team to permanently and visibly carry out their leading role in the promotion of occupational safety through their exemplary behavior as this must be priority number one. We do not accept any violations of safety rules at any level.

Leadership develops safe work methods and ensures that all employees are fully trained in these methods, risks, preventive measures, and procedures.

We assure that equipment can only be operated by trained/certified employees and has been tested and checked for safe operation before use.

We must ensure by spot checks that our occupational health and safety organization is working properly.

We standardize the regular reporting of incidents and discuss occupational safety as a distinguished agenda point in the Business Review Meeting, i.e., the Executive Board together with the business unit management.

We are committed to including the consultation and participation of workers in all OHS matters.

We integrate health and safety aspects in our decision-making processes like Capex projects and purchasing machines and equipment from the very beginning to have all necessary measures in place in advance.



Preventive measures

We are committed to identifying OHS risks in an early stage by evaluating our operations with proper risk assessments.

The target is to reduce hazards and where possible eliminate health and safety risks by implementing preventive measures according to the hierarchies of control. This means: Substitution of dangerous procedures for safe procedures. Technical measures before organizational and personal measures.

We use proper lockout, tag-out methods before we start maintenance, repair or troubleshooting on any machine.

We keep all our areas clean and orderly. Proper house-keeping, material – and waste – storage help us to avoid or reduce numerous hazards e.g., slip and trip hazards, chemical exposure, contact with sharp objects, fire and explosion hazards, and overloading of storage shelves and bins.

We assess achievable safety standards in accordance with the current level of technology.

We ensure to train all employees in emergency and evacuation procedures and conduct fire drills on regular basis.

We set binding rules for wearing personal protective equipment and provide our employees with all necessary items.

We care for our employees – no matter where they are deployed for our mission.

We take proper precautions when our employees travel in war zones, high crime areas, civil unrest, pandemic areas, or other areas with a risk of infection.

All employees are expected to abide by local and corporate safety guidelines while traveling on business.

Incident analysis

Supervisors of injured employees will initiate an incident analysis in accordance with the Gerresheimer Incident Investigation Guideline and will not accept "human error", "employee didn't follow the rule(s)", "inattention" or any other person-related causes for lost time incidents.

The success of our incident prevention program depends on the sincere, constant, and cooperative behavior of **all employees** and their active participation and support.

Reporting

All sites must ensure efficient communication and investigation of occupational safety incidents.

Data and information shall be provided according to Gerresheimer Group requirements (e.g., Gerresheimer Head-count Reporting Standard and Safety Incident reporting Guideline). These requirements take into account the information needs of our stakeholders.

Raising Concerns

Employees who believe that another Gerresheimer employee, or anyone acting on behalf of Gerresheimer, has engaged in illegal or otherwise improper conduct regarding this Group Occupational Safety Standard, should report the matter promptly to Gerresheimer. Any individual or organization, who knows or suspects that a Gerresheimer business partner, or anyone acting on their behalf, has engaged in activities that violate the Group Occupational Safety Standard, should speak up at the Gerresheimer Whistleblowing system to report concerns to Gerresheimer

Contact information

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Klaus-Bungert-Strasse 4
40468 Düsseldorf

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For questions, please contact: Global Operations & GMS

Email: group_safety@gerresheimer.com
www.gerresheimer.com

This standard is available in various language versions; in case of deviations or ambiguities, the English version shall prevail.

04/2023