



- ✓ All activities and thereby related dangers in the working environment are included in risk assessments. Should activities differ from the normal procedure or the working conditions change, the risk assessment will be adapted. The risk assessment is reviewed regularly in terms of suitability and compliance with the current state of technology. It is mandatory for all employees, subcontractors and visitors.
- ✓ All dangerous works are specified by operating instructions to enable a safe execution of the works and to point out potential sources of danger. Operating instructions are equivalent to direct instructions of superiors and must be followed always.
- ✓ All employees are trained, instructed and, if applicable, appointed according to their fields of activity. Date and names of the instructed persons are always recorded in written form. Machinery may only be used by employees who received the respective instructions or authorisation.
- ✓ Emergency and alarm plans are available and visibly posted at all workplaces and sites. All employees, subcontractors and visitors are instructed at least once a year how to avoid emergency and risks. Fire alarm systems and various fire extinguishing systems help to detect fires at an early stage and prevent them from spreading.
- ✓ All accidents and near accidents are reported. In addition, a measure to avoid such an occurrence will be proposed by an HSE-Q report. Accidents and near accidents are analysed immediately after occurrence. Environmental damage caused by operating activities must be reported immediately.
- ✓ Each construction site and/or each part of the company is inspected at least once a month by the responsible supervisor regarding HSE and recognised deficits will be removed. Safety always has priority over financial and temporal aspects.
- ✓ Only checked and technically faultless work equipment (machinery, devices, lifting accessories and electrical equipment) will be used. All work equipment is provided without exception by the responsible persons of the building yards. The use of private work equipment is not permitted.
- ✓ The workplaces as well as the working conditions are based on the ergonomic needs of the employees. All workplaces are checked regularly so that potential physical and psychological hazards can be eliminated at an early stage. Every employee is responsible for keeping the workplace clean and tidy.
- ✓ All employees have their safety pass always ready to hand so that their qualifications can be checked at any time.
- ✓ Every employee follows the company's environmental regulations and aims to prevent negative effects on the environment or to reduce them as far as possible. Dangerous goods are only transported in strict compliance with all currently applicable laws and regulations. Hazardous substances are stored separately and only given to instructed employees. The safe handling of hazardous substances is described in specific operating instructions. Every employee is obliged to first use substances that do not pose a health risk.
- ✓ Every employee follows the legal and the company's waste regulations. Prevention is always more important than recycling. Waste material that can neither be avoided nor recycled must be disposed of in a responsible manner.

Deggendorf, 27th September 2021

A handwritten signature in black ink, appearing to read "Maximilian Hofmann".

Maximilian Hofmann
Managing Director

A handwritten signature in black ink, appearing to read "Amir Tajik".

Amir Tajik
Head of HSE-Q Department