



## Health, Safety and Environmental Policy BAUER Group

### Underlying principles

Health and safety and environmental protection are among the fundamental concerns of our company's senior management. They are top priorities for us.

### Goals

We are convinced that injuries to people and harm to the environment are essentially avoidable. By implementing tried and tested, top-class health and safety and environmental standards, and ensuring that they are continuously improved, we work concertedly to minimize our accident rates and the environmental impact of our activities, with the clearly stated goal of attaining a zero level.

### Responsibility

All management staff across our Group companies bear direct and unlimited responsibility for implementing our health and safety and environmental policy within their respective spheres of influence. We further expect each and every one of our employees that unsafe behaviour is directly addressed and to assume personal responsibility for ensuring safety at work and compliance with company rules, standards and prescribed working practices. We expect them to use the necessary personal protective equipment in the intended manner, to participate in the relevant training courses, and to play an active role in maintaining and improving health and safety at work.

### System

Our HSE-system is based on the applicable laws and industry standards. The potential hazards entailed by relevant processes are analyzed by risk assessments and the results are documented as a means of deriving appropriate strategies and measures aimed at avoiding injury to people, damage to plant and equipment, or harm to the environment. Our employees are systematically and routinely trained in implementing the measures necessary to avert danger. They are provided with the necessary safety equipment and systems for themselves and for their workplace, instructed how to use the equipment and systems in question, and given the required medical care as appropriate. Implementation of measures is systematically documented and regularly audited.

### Non-conformance

All accidents and unsafe behaviour / conditions are systematically analyzed and documented. Findings from such analysis are incorporated directly into the relevant measures in order to ensure continuous improvement of the system.

### Review

The efficacy of our HSE-system is subjected to a yearly internal review. The key benchmark in determining the performance capability of the system is the attainment of defined, measurable goals in relation to health and safety and the environment. The HSE-system is continuously being improved and developed on the basis of findings from audits and management reviews.

Schrobenhausen, 01.11.2018

Dipl.-Phys. M. Stomberg  
Chairman BAG

Dipl.-Ing. (FH) F. Bauer, MBA  
Board of Directors BAG

Dipl.-Betriebswirt (FH) H. Beutler  
Board of Directors BAG

Peter Hingott  
Board of Directors BAG