



OCCUPATIONAL HEALTH AND SAFETY POLICY

As a mid-sized family-owned company with nearly 140 years of tradition, HAYER & BOECKER stands for responsible action, a sustainable corporate culture and a respectful working environment. Protecting our employees from injuries, illness and work-related health risks is a central element of our identity and corporate governance.

PRINCIPLES

HAYER & BOECKER is committed to providing safe, health-conscious, and legally compliant working conditions. Our occupational health and safety management system, including this policy, is part of our integrated management system and is accessible to all employees. In addition, we make this policy publicly available to our stakeholders on our website. Every employee shares responsibility for maintaining a safe work environment and complying with occupational health and safety requirements.

COMMITMENTS

1. Prevention of injuries and illness

We implement all necessary measures to prevent work-related injuries, illness, and hazards. This includes:

- Conducting and regularly updating risk assessments
- Continuous identification and assessment of health risks

2. Regular training and participation

- Regular instruction for employees and external personnel
- Active reporting of hazards; employees support improvement processes
- Managers lead by example and consistently implement safety measures

3. Standards for workplaces and equipment

- Provision of appropriate personal protective equipment (PPE)
- Ergonomic workplace design
- Safety concepts, compliant protective devices, and regular technical inspections of equipment and systems ensure consistently high machine safety and the safe operation of all equipment and systems

4. Emergency and incident management

- Clear emergency preparedness to minimize risks
- Structured incident and accident management to sustainably improve operational safety

5. Handling of hazardous substances and biological agents

- Digital register of hazardous substances
- Preparation of hazard assessments related to hazardous substances
- Continuous availability of current safety data sheets and operating instructions

6. Fire protection

- Technical and organizational fire protection measures to protect people, equipment and processes

7. Evaluation and continuous improvement

- Regular evaluation of occupational health and safety objectives
- Demonstration of effectiveness through documentation and analysis

SHARED RESPONSIBILITY

All employees are encouraged to actively support the occupational health and safety policy and to foster an open safety culture together.

Oelde, 27.03.2026



Florian Festge
Managing Partner



Niklas Haver
Managing Partner