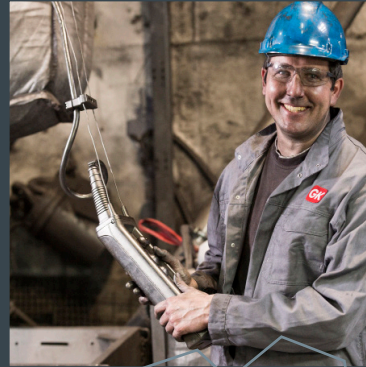
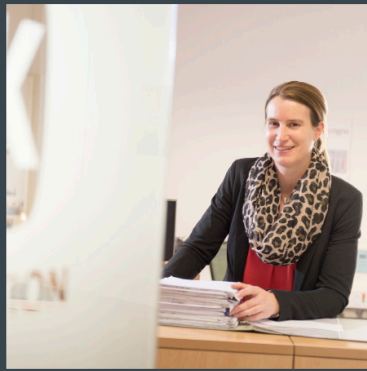


HEALTH AND SAFETY GUIDELINES.

VERSION 4.00 - 09/2022



INTELLIGENCE
IN
GRAPHITE

Basic principle

Occupational safety and health promotion are important elements of Graphit Kropfmühl's mission to achieve its corporate goals. Sustainable corporate success not only demands that the performance capacity and motivation of our employees be maintained, but also strengthened further. Good health and safe conditions for fulfilling tasks at work are guaranteed and implemented at the highest level for every employee within the company.

Priority of health and safety

The health and safety of our employees at work is incredibly important and plays a vital role in our company's success.

Prevention – consisting of anticipatory measures to maintain the safety and health of employees – has the highest priority in our company.

Health and safety is already included in technical, financial and social considerations of every project from the planning phase onwards. Health and safety is an integral component in all company processes. Graphit Kropfmühl commits to implement all necessary measures to prevent injuries and work-related illnesses and to permanently promote the continuous improvement of the established occupational safety and health management system.

Health and safety as a task for the management

Achieving outstanding health and safety is the shared goal of the Management, the managers and the workforce. Awareness and personal responsibility for occupational health and safety are promoted among employees.

Managers are to act as role models and carry out delegated duties responsibly. Occupational safety and health promotion are management tasks by law and anchored within our managers' understanding of their role. Currently applicable legal obligations are observed, obligatory and provide the framework for the actions of Graphit Kropfmühl.

The continuous elimination of hazards and reduction of health and safety risks is a top priority at Graphit Kropfmühl. Dangerous work is eliminated and replaced by safe procedures. In concrete terms, technical or organisational measures are implemented, learned within training and additional personal protective equipment provided for the employees.

This takes into account the results and measures deriving from our risk and opportunity management efforts, which are determined or revised at least annually.

Health and safety as a task for everyone

Achieving successful health and safety standards relies on the inclusion and participation of all employees in the company suggestion system, for example.

Employees are personally responsible for achieving occupational health and safety objectives within the scope of their possibilities.

The same safety standards apply for commissioned service companies and their employees as for the employees of Graphit Kropfmühl. As a result, these standards are explicitly taken into consideration in the selection of and cooperation with service partners.

