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Health and safety policy of A. Eberle GmbH & Co KG

Our commitment to the health and safety of all employees is an important part of our corporate policy. We respect the following principles:

- 1. All work-related injuries and illnesses must be avoided
- 2. Management is responsible for the health and safety outcomes
- 3. Communication, involvement, and training of all employees are essential in the field of health and safety
- 4. Every employee plays an ongoing role in the prevention of accidents and illness in relation to the workplace
- 5. Top performance in health and safety supports excellent operating results
- 6. Health and safety must be integrated into operational processes
- 7. Health and safety risks must be identified, evaluated and eliminated to ensure that the risks are controlled
- 8. Incidents must be investigated to prevent their repeated occurrence
- 9. We promote a corporate culture in which work is stopped when it is unsafe
- 10. Fully comply with all legal requirements and meet or exceed these expectations, regardless of where we operate in the world.

The success of this policy requires the involvement and commitment of every individual who works for and with us.

V. ZUI

Workplace Safety Representative i.V. Michael Heblik

A. Eberle GmbH & Co. KG