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|  | Form Occupational Health & Safety Guideline of Zimmermann PV-Stahlbau, PV-Tracker and Metallbearbeitung GmbH | | | FB 2.3_4 |
| | Revision date: | 27.07.2023 | Revision: 02 | |

Preamble

Maintaining and promoting the health of our employees has highest priority for Zimmermann PV-Stahlbau GmbH, PV-Tracker GmbH and Metallbearbeitung GmbH. Whether with an ergonomic workplace design, health offers or safety qualifications - everything we do focuses on the health and safety of our employees. Because we want to prevent accidents and illnesses from the outset.

1.0 Healthy and safe working conditions

The occupational health & safety strategy of Zimmermann PV-Stahlbau GmbH, PV-Tracker GmbH and Metallbearbeitung GmbH includes high standards for the design of workplaces and processes. In addition, work is systematically carried out to reduce occupational and health-related risks.

All employees at Zimmermann PV-Stahlbau GmbH, PV-Tracker GmbH and Metallbearbeitung GmbH are required to contribute to and maintain a safe and healthy working environment. Managers are responsible and accountable for implementing and maintaining national and international health and safety laws (e.g. ILO guidelines, ILO labor and social standards, in particular the so-called core labor standards.), the Zimmermann PV-Stahlbau GmbH, PV-Tracker GmbH and Metallbearbeitung GmbH company guidelines and other applicable requirements and work procedures.

The management provides training, shares information, and monitors health and safety implementation and improvements.

All employees are responsible for understanding and acting in accordance with the principles of this policy and for conducting themselves in a manner that ensures both their own health and safety as well as that of others.

1.1. Personal protective equipment

The personal protective equipment (PPE) is provided by Zimmermann PV-Stahlbau GmbH, PV-Tracker GmbH and Metallbearbeitung GmbH and covers all production areas. This includes the provision of the obligatory protective shoes and hearing protection, protective gloves and protective goggles.


1.2 Machine safety

Machine safety is ensured by carrying out the prescribed maintenance as well as regular inspections of the functional safety and safety equipment specified by the company in accordance with the Ordinance on Industrial Safety and Health for equipment for which there is no specified regular maintenance.

All machines are equipped with the necessary safety guards.

1.3 Emergency precautions

The required first aiders and fire protection assistants have been trained and are posted in an emergency plan. The necessary telephone numbers of the transit doctors and specialists are also announced.

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1.4 Incident and accident management

Malfunctions of machines and equipment are always reported to the superiors, who then decide on the further procedure, which may include shutting down or requesting a repair or rectifying the malfunctions by their own expert personnel.

If accidents occur, the first aiders responsible for the area - see 1.3 - are informed first. They provide first aid and inform the superiors. If further measures are required, the rescue service is called in.

Human Resources prepares the reports to the employers' liability insurance association if the accidents are reportable.

1.5 Workplace ergonomics

The workplaces are set up with ergonomic aspects in mind. This includes lifting aids, anti-fatigue mats, the provision of sit-stand aids and lighting adapted to the work task. If necessary, existing deficiencies are assessed in cooperation between supervisors and the occupational safety specialist and measures are defined to remedy them.

1.6 Activities involving hazardous substances

An oral instruction on the safe handling of hazardous substances takes place annually. The employees are trained in the safe handling of hazardous substances. The PPE (see No. 1.1) is worn.

The company keeps a register of hazardous substances, the operating instructions have been prepared and are posted. A substitution check is carried out at least once a year.

2.0 Fire protection

The fire protection assistants required for the organization of preventive and defensive fire protection have been trained and are re-trained every 5 years.

A sufficient number of fire extinguishers are available. Escape and rescue routes are marked in accordance with legal requirements. Evacuation drills take place regularly.


3.0 Social responsibility

It is part of our social responsibility as an employer and an expression of our appreciation to enable employees to work healthily and safely. At the same time, the performance and productivity of our employees play a decisive role in our business success.

4.0 Prevention and promotion of healthy behavior

Our health and safety policy is based on the belief that accidents, incidents, injuries, near misses, work-related illnesses and unsafe acts and conditions can be prevented. The management involves employees in the health and safety process by fostering a culture of trust and open discussion, and by taking suggestions for improvement from employees and implementing them where possible.

Employees are trained and informed about health and safety risks and work practices to avoid them. With the support of health and safety experts, the management implements best practices for the design of the work environment.

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5.0 Responsibilities for safety and health at work

Managers are responsible for ensuring that all internal guidelines and statutory regulations on occupational health and safety are complied with. The company management controls and directs the measures and is advised and supported by the internal safety officer, the external occupational safety specialist and the company medical service.

Applicable documents

- ILO labor and social standards, in particular core labor standards
- Occupational Safety Act (ArbSchG)
- Occupational Safety Act (ASiG)
- Regulations on occupational medical precautions (ArbMedVV)
- BMAS guidelines on occupational health and safety

Oberessendorf, 27.07.2023




Management

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