Occupational Safety Policy ARNOLD UMFORMTECHNIK

At ARNOLD UMFORMTECHNIK (hereinafter "ARNOLD"), the safety, health and well-being of our employees have top priority in all business decisions. Our goal, within the framework of our ISO 45001 occupational health and safety management system, is to create a safe and healthy working environment that adds value to the company: it improves quality and productivity, increases employee engagement and promotes well-being.

To achieve these goals, every manager must actively contribute to fostering a healthy work environment and to the continuous improvement of the occupational safety management system. To fulfil this commitment, we have defined the following Occupational Safety Policy as a binding part of our corporate policy.

Principles

This Occupational Safety Policy is mandatory for all ARNOLD employees. Non-compliance may result in disciplinary consequences, including termination. To prevent health risks, all relevant occupational health and safety regulations (e.g. ArbSchG, BetrSichV, GefStoffV, ArbStättV, PSA-BV as well as DGUV accident prevention regulations) must be strictly observed. Occupational safety is an obligatory responsibility for all employees – we also expect our business partners and suppliers to be familiar with and follow this policy.

We regularly identify and assess potential hazards in our company (risk assessments pursuant to §5 ArbSchG) and derive appropriate preventive measures. Every employee is required to actively contribute to occupational safety and to report unsafe situations immediately. Management ensures that the necessary resources for occupational health and safety are provided and that continuous improvements are implemented.

Personal Protective Equipment (PPE)

The safety of our employees has top priority. Therefore, ARNOLD provides each employee with the personal protective equipment required for their tasks – such as safety shoes, hearing protection, safety glasses, protective gloves and protective workwear – free of charge. The use of this PPE is mandatory. Supervisors ensure that PPE is always in proper condition, regularly maintained and used correctly following instruction.

Machine Safety

We ensure safe use of machinery and work equipment. All work equipment may only be used for its intended purpose and in a safe condition. Safety and protective devices on machines and systems are regularly inspected and kept fully functional, ensuring that safety requirements of the BetrSichV are met at all times. Maintenance and inspection schedules ensure that our machinery poses no hazards to employees or other persons.

Emergency Preparedness and Response

To ensure optimal emergency preparedness (e.g. fire, accidents, evacuation), our company maintains an emergency and alarm plan in accordance with applicable regulations. This includes fire protection, first aid organisation and the design of escape and rescue routes. All employees receive regular training and participate in emergency drills to ensure they are familiar with emergency procedures and know how to act correctly in hazardous situations. This ensures that in an emergency, everyone knows what to do to protect people and reduce property damage.

Incident and Accident Management

We proactively work to reduce accident and health risks in the workplace as much as possible. Appropriate measures are taken to prevent workplace accidents and work-related health hazards. Every workplace accident and near miss is recorded, investigated and documented immediately. We derive improvement measures from these findings to prevent future incidents. An open reporting and learning culture ensures that events are openly discussed and that occupational safety is continuously improved.

Workplace Ergonomics

We comply with legal requirements for ergonomic workplace design to safeguard employee health and prevent work-related disorders. When setting up and operating workplaces, we ensure human-centred design and take into account current ergonomic knowledge (e.g. climate, lighting, noise, posture). Regular workplace inspections by occupational safety specialists, company physicians and the works council help assess working conditions and adjust them when necessary. This ensures early detection and minimisation of strain caused by repetitive tasks or unfavourable workplace design.

Handling Hazardous Substances and Chemicals

The handling of hazardous substances and chemical products in our company is conducted with utmost care and in strict compliance with all applicable regulations, especially the German Hazardous Substances Ordinance (GefStoffV). Based on risk assessments, we define the necessary protective measures to safeguard employees and the environment. All employees must strictly follow safety regulations when working with hazardous substances. For each hazardous product,

an up-to-date safety data sheet and operating instructions are provided. Supervisors regularly instruct employees in the correct handling of such substances and train them in required safety measures (e.g. using fume hoods, PPE, hygiene rules).

Fire Protection

Preventive fire protection is essential because fires can occur at any time and may endanger lives, health and property. We conduct regular fire safety training and evacuation drills to raise awareness of fire hazards and train correct behaviour in case of fire. All workplace-related fire protection requirements are met and regularly reviewed. Adequate numbers of fire extinguishers, fire detectors, emergency exits and escape routes are provided, clearly marked and regularly inspected for functionality by fire safety officers and supervisors. When changes are made to work areas or processes, occupational safety and fire safety experts are involved early to ensure fire protection remains up to date.

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