

## JUWI GmbH

# Occupational Health and Safety Policy of the JUWI Group

We firmly believe that practical occupational health and safety achieved by the creation and maintenance of a safe and healthy work environment that promotes employee performance contributes to the success of a company.

Our employees are our greatest asset and are involved in decision-making on occupational safety matters. With specific further development and training, we encourage competence and motivation for safe conduct in the workplace.

Executives, management, and employees are aware of their responsibilities and all contribute to the avoidance of accidents, sickness, and mutual hazards in the workplace.

### To achieve our goals, we will:

- **Provide safe and healthy** working conditions for the prevention of work- related injury and ill health by eliminating hazards and reduce OHS risks.
- **Ensure consultation and participation** of workers at all the levels by educating, training, and motivating to conduct their activities in a safe and environmentally responsible manner.
- **Fulfil and comply with compliance obligations**, legal and other requirements by understanding the needs and expectations of internal & external **interested parties** to satisfy the applicable requirements.
- Measure, monitor, analyse and evaluate the OHSMS on continual basis to enhance performance.
- Adopt innovative approach and industry best practices to continually improve the effectiveness of the OHSMS.

**Date: 07.07.2022**

**JUWI GmbH**

**Board**



Carsten Bovenschen (CEO)



Stephan Hansen (COO)



Christian Arnold (COO)