

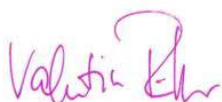
## Health and safety general policy statement

Protecting our people, business partners, third parties and the public from ill-health or injury is of the highest importance to our company. We endeavour to never put our operations before anyone's safety. We take these responsibilities very seriously and commit to continuous improvement and make sure at any time to:

- Provide a safe and healthy working environment for everyone involved in our business in order to avoid bodily harm and injury.
- Provide adequate training to all of our staff to ensure everyone understands how to keep themselves and others safe and healthy.
- Assess and manage risks across our business to mitigate any risk of personal injury, occupational illness or other potentially dangerous occurrences
- Seek to eliminate or minimise unsafe acts and conditions by proactively establishing a safety culture which promotes safety-conscious behaviour
- Consult and inform employees as well as third parties to promote risk awareness and health and safety responsibilities
- Assist employees who are injured or are unwell, whether through work or otherwise, to return to work
- Promote a high standard of overall health and wellbeing in the workplace
- Incorporate our core health and safety principles in our management systems
- Provide adequate resources to meet the requirements of this policy and its supporting management system framework.

This policy is reviewed on a regular basis.

Rheinbrohl, Germany  
January 2020

A handwritten signature in purple ink, appearing to read "Valentin Rüther".

**Valentin Rüther**  
Managing Director

A handwritten signature in black ink, appearing to read "Erwin Lötsch".

**Erwin Lötsch**  
Managing Director

A handwritten signature in black ink, appearing to read "Arno Geis".

**Arno Geis**  
Managing Director

A handwritten signature in blue ink, appearing to read "M. Lauble".

**Markus Lauble**  
Managing Director