



OCCUPATIONAL HEALTH & SAFETY

Creating optimal working conditions is a key management goal. It is core to maintain complex production processes for high quality and flexible customer solutions and to make Interroll's dynamic growth possible. Therefore, Occupational Health & Safety represent a core component of our corporate culture.

Safe and healthy workplaces respecting the wellbeing of human resources motivate employees. They are the basis of the Company's success and one of Interroll's primary responsibilities as an employer. Our concern for the health of our employees stems from our ethical principles as an enterprise as well as from our economic interest in and need for maintaining a vital

and committed workforce. Excellent management of occupational health and safety strengthens and protects our reputation as an employer in today's highly competitive labor market for skilled workers, experts and young leaders. It includes all our employees and everyone working on our behalf. In this regard we increase awareness for health and safety aspects.

Our primary objective is to manage health and safety risks proactively by preventing work accidents and injuries. This applies to our production staff as well as everyone working in administration. We implement groupwide an Occupational Health & Safety management system based on ISO 45001.

Sant'Antonino, March 16, 2023



Paul Zumbühl
Chairman of the Board of Directors



Ingo Steinkrüger
Chief Executive Officer



Scope

With this policy we establish our commitment to enhance and maintain occupational health and safety practices as of highest importance. It is valid in all entities and for all types of employed personnel.

**Objectives,
Targets,
KPIs**

Our Objectives and Targets are defined on a global level for the Interroll Group from the baseline 2022 and have to be accomplished, if legal or contractual obligations do not oblige to another date and unless not stated otherwise, by 2030.
For each Interroll entity, specific and more precise strategy plans will be developed to accomplish the objectives based on their individual baseline.

Objectives	Targets	KPIs
We consider occupational safety higher than everything else.	No fatalities	Number of fatalities
	LTI rate zero	LTI rate
	LTI severity rate zero	LTI severity rate
We promote the health and wellbeing of employees.	Sickness rate below 4 %	Sickness rate
We constantly increase awareness in our organization for all types of personnel for health and safety.	All entities with health, safety and wellbeing programs in place	% of entities with programs
		% Share of employees trained in health and safety topics
	All workplaces assessed for occupational health risk	% Ratio of work places assessed
We implement an externally certified health & safety management system in all entities.	All entities ISO 45001 certified	% of ISO 45001 certified entities



Our activities for Occupational Health & Safety support the SDGs:



As signatory of the UN Global Compact with this policy we respect following principles:

- Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights; and

- Principle 2:** make sure that they are not complicit in human rights abuses.

- Principle 6:** the elimination of discrimination in respect of employment and occupation

Governance

Within the organizational structure of Interroll Occupational Health and Safety is assigned to the Chief Executive Officer who has the overall responsibility for its strategic implementation and performance.

The operational implementation is delegated to the local Managing Director of the legal entities.

The CEO & Managing Directors will be supported from Corporate Sustainability & Compliance, the Sustainability Team and relevant global or regional functions.

Compliance

Compliance to this policy and local legal obligations regarding Occupational Health & Safety are regularly monitored by the Group Management, the Interroll Corporate Sustainability & Compliance Organization and randomly checked during Compliance Audits.



Reporting

The status and measures taken to accomplish the Objectives and Targets for Occupational Health & Safety as well as the consolidated performance of the KPIs is annually reported and published in the Interroll Sustainability Report.

