

tesa Policy on Occupational Safety and Health

By creating and maintaining a safe, healthy, and performance-enhancing work environment as well as a comprehensive health management, we contribute to the continuation and success of tesa. We stand by our responsibility towards our employees, contractors, and visitors. We undertake to keep occupational safety and health protection of our employees at a high level and in compliance to legal obligations. The management and the employees fully commit to this Occupational Safety and Health Policy. We regularly communicate our progress in implementing the Occupational Safety and Health Policy and achieving the goals. We pursue an open information policy towards internal and external interest stakeholders. Our employees and leadership are aware of their responsibilities in terms of occupational safety. We actively involve our employees and regularly inform them about our activities and improvements. Every employee will be introduced into health and safety awareness, and, if needed, by a special training. We have implemented measures to ensure compliance with occupational health and safety regulations, laws and other relevant requirements. Whenever third parties are involved, they must also comply with legal and regulatory obligations. The following occupational safety-related key topics are of particular interest to tesa in legal compliance and are part of our Occupational Safety and Health Policy:

Crisis and emergency management: We undertake to respond appropriately to crises and emergencies and to avert hazards to people, property, and the environment. We want to maintain our ability to always act or restore it as quickly as possible. Whenever third parties are involved, they too are made familiar with our emergency procedures.

Health care: Health care support and the maintenance of health at work for all employees is the focus of our duty of care at all our locations. We are committed to continuously improving health protection.

Risk assessment and evaluation: Our workplaces, work processes, work equipment and working materials are systematically subjected to hazard assessments and risk evaluations to identify possible dangers in good time and to prevent them through appropriate protection and improvement measures. We plan, purchase, operate and maintain all operating facilities and work equipment's in a way that potential hazards are avoided, and the risks of accidents and operational disruptions are minimized. In doing so, we always rely on the technology, which are based on the latest state of knowledge and technology in the industry.

Accident prevention: We are convinced that together – all employees and managers – we can achieve our Zero incident goal regarding occupational accidents, commuting accidents, occupational diseases, and other work-related illnesses through consistent, compliant, and responsible as well as safety-conscious behavior. This means that our aim is to prevent accidents as completely as possible. Preventive measures are therefore of particular importance. Every incident is recorded, and risks based assessed. We commit to the protection of our employees and visitors as well as contractors on site with equal priority. When designing working spaces and processes, we always take the latest findings into account.

Fire and explosion protection & Plant safety: Considering our area of activity, we rate the risk of fire and explosion as particularly high. It is consistently and systematically considered by experts as part of the risk assessment and evaluation with a special focus. Fire and explosion protection are an integral part of our Occupational Safety and Health Policy. Extensive fire and explosion protection concepts are implemented at all our production sites. Plant safety is a core element of safe, effective, and therefore sustainable production. When planning, constructing, and operating our plants, we apply demanding technical safety standards worldwide. These standards always meet the local legal regulation and requirements and sometimes even go beyond them. Laboratory and logistic equipment are subject to the same evaluation.