



HEALTH AND SAFETY POLICY MARBACH GROUP

100

PERFORMANCE
since 1923

PROLOGUE

For the Marbach Group, at each of its locations, health and safety at work are essential components of its long-term corporate strategy. We also expect our service providers, subcontractors and suppliers to comply with and implement for themselves the safety standards to which we have committed ourselves.

We safeguard the health of our employees by taking appropriate health and occupational safety measures through e.g. implementing an occupational health and safety management system. To avoid occupational accidents and diseases, we create a safe working environment and promote preventive measures to maintain health. Compliance with applicable laws and orientation towards international standards in terms of health and occupational safety are standard practice for us. We cooperate with authorities, institutions and business partners on an equal footing.

Independently of locally applicable legal regulations, it is the goal of the Marbach Group to implement a suitable workplace design in offices and production areas worldwide. We ensure compliance with safety regulations and the provision of suitable personal protective equipment.

All hierarchy levels support and help to shape health and occupational safety. Management is both responsible and a role model. All managers cooperate in the comprehensive risk assessments and regularly instruct their teams. We expect all employees to help shape the continuous improvement of occupational health and safety. All employees must assume responsibility for safety at work - for themselves and for their colleagues. Annual safety training for all employees is mandatory and is a global standard.

We ensure that our service providers, external companies and subcontractors comply with the Marbach health and safety guidelines. Activities that require certain technical proof are only then outsourced to external companies after the presentation of this proof has been checked.

With our company health management, we seek in the long term to maintain or improve the working skills, the willingness to perform and the motivation of our employees. We support employees and ensure that workplaces and processes conform to health requirements. We regularly review the effectiveness of the decisions and measures undertaken. Through internal and external audits, we evaluate the proper implementation and fulfillment of the specified objectives and initiate measures for improvement where necessary



Peter Marbach
Owner & Managing Director
Marbach Group

SAFETY. FOR EMPLOYEES. AND GUESTS.

This is how we prevent accidents and protect employees and guests from hazards and stress:

- » Compliance with legal requirements and regulations.
- » Regulated, safe procurement of machinery and hazardous materials.
- » Risk assessments. Integrated audits. Site inspections.
- » Safe and ergonomic design of workplaces.
- » Provision of appropriate personal protective equipment.
- » Safety regulations for employees, guests and external companies on the premises.
- » Instruction and obligation of employees and guests to behave in a safe manner.
- » Rules of conduct when handling hazardous substances and performing dangerous work.
- » Occupational safety and first aid organization.
- » Information for employees and guests on occupational safety, hygiene and health protection.
- » Qualified representatives for: Safety - fire protection - laser safety - first aid.
- » Accident reporting with cause analysis and measures undertaken.

PREVENTION. RECOGNIZING RISKS. AND AVOID THEM.

Avoiding incidents and business interruptions:

- » Meeting quality, performance, safety and hygiene requirements for buildings, facilities, processes, materials and products.
- » Quality and process management. Business continuity. Indicator-based business monitoring.
- » Regular risk assessments, annual risk check for each site.
- » Targeted optimization measures when need for action is identified.
- » Stable manufacturing processes. Flexible possibility of capacity relocation.
- » Restricted access to operations and hazardous areas.
- » Secured supply of purchased materials and parts.
- » Secured data, energy, power and compressed air supply. IT security. Firewall. Data backup.
- » Preventive maintenance and care of machinery and equipment.

EMERGENCY. ACCIDENT. FIRE. INCIDENT.

How we provide assistance and damage limitation in the event of incidents and accidents:

- » Emergency, incident and fire protection organization. IT hotline. Service hotline. Accident reporting.
- » Incident and emergency information, reporting chains and rules of conduct. Restart plans.

- » Emergency equipment for the care of injured persons (AED, emergency case, stretcher, etc.).
- » Fire alarm systems, equipment for fire suppression.
- » Trained first aiders and fire protection assistants.
- » Information and instruction of all employees - behavior in case of emergency and fire.
- » Provision of personal protective equipment.

Notification of violations

We offer our employees and business partners access to a protected mechanism to confidentially report possible violations of the principles of this Environmental Policy.

If you have a tip, please contact us directly or anonymously at: whistleblower-DE@marbach.com

Detailed information can be found on our homepage:

www.marbach.com/en/daten/whistleblower-system



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**PACKAGING.
PERFORMANCE.
YOU.**

2023/03-001 · 15.05.2023