

# Safety Policy



Our employees are the most important capital of Willi Elbe Group and guarantee sustainable success. Therefore, the safety and health of our employees is very important to us.

In order to offer a safe environment for our employees and other persons working for or on behalf of Willi Elbe, we act according to the following principles:

- **Situation Analysis**  
All workplaces at Willi Elbe are evaluated in regards to work safety and ergonomics in order to avoid accidents, near accidents as well as work-related illnesses, injuries and sick leaves.
- **Reducing Dangers**  
We try to avoid using harmful substances in regards to our business activity. If this is not possible, the usage of these substances will be reduced to a minimum and protective clothing necessary for the handling will be provided for the employees.
- **Training and Awareness**  
The employees will regularly be trained in safety topics to develop awareness for the necessity of measures and possibilities to individual and active preventative measures.
- **Legal Conformity**  
For Willi Elbe, complying with legal requirements in regards to work safety is a basic prerequisite for long-term company success.
- **Continuous Improvement**  
Permanent improvement in regards to work safety is an important issue for us.

Beside of maintaining the health of our employees, the safety of our products and thus the safety of the final user is our highest priority. In order to exclude danger for people and to protect the real value, we apply professional processes as well as effective management methods. We strive to achieve a high level of safety for our products and therefore act according to the following principles:

- We define and implement processes that completely fulfil the legal requirements of product safety. These procedures and corresponding suitable work methods undergo permanent improvement.
- We carry out regular training and instruction measures in order to ensure that our employees are able to timely recognise product risks, to analytically examine and avoid them.
- We call on employees and business partners to report deviations regarding the product safety quickly and correspond to business processes and to remedy.
- Developing safe and robust products is our highest priority. During the conception of our products, the safety is already examined in regards to usage, function and interactions of the application, as demanded by our customers. Identified residual risks are discussed with our customers.
- Our products are examined and secured regarding improper use to the best of our knowledge and belief.
- We commit ourselves to continuous market observation. New findings for improvements of safety of use and function are permanently included in our procedures and work methods.

A handwritten signature in blue ink, appearing to read 'A. Wohak', written over a horizontal dashed line.

Alexander Wohak  
Managing Director:

Tamm, July 2016