CERTIFICATE

Measures to Protect the Health and Safety of Employees

This is to certify that measures to ensure and continuously improve occupational health and safety are implemented within the company.
The following measures form part of the company's occupational health and safety management:

1. Risk Assessment in Accordance with Section 5 of the German Occupational Safety and Health Act (ArbSchG)

Risk assessments are carried out for workplaces and activities within the company. The identified hazards are evaluated, and appropriate protective measures are defined and implemented.

The S-T-O-P principle is applied as a hierarchy of protective measures:

1. Substitution – Wherever possible, hazards are replaced by less hazardous processes, substances or work equipment.
2. Technical measures – Hazards are eliminated or reduced through technical protective measures.
3. Organizational Measures – Remaining hazards are minimized through appropriate work organization, regulations and procedures.
4. Persons-related measures – In addition, personal protective measures and the necessary personal protective equipment are used.

2. Regular Safety Training in Accordance with Section 12 of the German Occupational Safety and Health Act (ArbSchG)

Employees receive regular and comprehensible instruction on the hazards associated with their respective workplaces, as well as the necessary protective measures and rules of conduct.
Training is conducted at least once a year. For young employees, the shorter training intervals prescribed by law are observed.
New employees receive appropriate instruction regarding their duties and workplace hazards before commencing their work.

3. Hiring of Qualified Personnel in Accordance with the ASiG

The required occupational safety and occupational medical support is ensured.
For this purpose, an occupational physician and an occupational safety specialist are available.

4. Occupational Health and Safety Committee (ASA)

Meetings of the Occupational Health and Safety Committee are held regularly and documented in accordance with legal requirements.

5. Safety Representatives

Safety representatives are appropriately trained and formally appointed in writing in accordance with the company's operational requirements.
Regular training and further education ensure that safety representatives are able to perform their duties competently.

6. First Aid

A sufficient number of trained first aiders are available within the company.
Employees are informed of the designated first aiders, who can be called upon quickly when needed.

7. Occupational Medical Surveillance

Occupational medical examinations and consultations identified as necessary through the risk assessment are offered or arranged in accordance with legal requirements and prescribed intervals.

The required records and documentation are properly maintained.

Confirmation

This certificate confirms that the measures described above form part of the company's occupational health and safety management and are implemented and continuously reviewed in accordance with applicable legal requirements.

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Last Review: 05. January 2026

Location, Date: Wipperfürth, 06. January 2026

Responsible Person: Ingenierbüro Scholz, Im Siebenborn 80, 51688 Wippelfürth

Signature: _____

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