

Health and Safety Policy Statement

1 Goal

GANTNER's health and safety policy efforts underline the commitment of the management and employees to preserve and promote the health and safety of all employees, visitors and contractors. It aims to remove or reduce the risks to the health, safety and welfare of all employees, contractors and visitors, and anyone else who may be affected by our business operations. The health and safety policy efforts aim to ensure all work activities are done safely. Health prevention measures also play a major role in this context and will be considered.

2 Responsibilities

GANTNER works with external experts in the fields of occupational health and safety to attach the necessary importance to health and safety at work. Regular trainings, monitoring and preventive measures provide a comprehensive framework for the topic. GANTNER's management, supported by external experts, is responsible for deploying and maintaining:

- a safe working environment
- safe systems of work
- the safe condition of works and warehouses for chemical substances
- facilities for the welfare of all workers
- any information, instruction, training and supervision needed to make sure that all workers are safe from injury, stress and risks to their health
- preventive measures for health promotion

Employees are responsible for:

- ensuring their own personal health and safety and that of others in the workplace
- complying with any reasonable directions (such as safe work procedures, wearing personal protective equipment) given by management and officers for health and safety
- active participation in in-house events on all relevant topics relating to health and job safety

We expect visitors and contractors to:

- respect our "Safety, emergency and conduct rules" which will be handed over on site
- follow the instructions of management, officers and qualified personnel

The Board of Directors

November, 2017



Georg Seidlich / COO

GANTNER Electronic GmbH

(The online version of the document is valid without the signature of the Board of Directors.)