



**HILITE**<sup>®</sup>  
INTERNATIONAL GERMANY

## Occupational health and safety policy

### Principles of Hilite Germany GmbH, ECO Holding 1 GmbH, Avicem Hilite GmbH & Co. KG

Workplace safety and the physical integrity of our employees is extremely important to us.

We offer our employees a healthy and safe workplace by complying with all applicable laws and standards on health and safety at the workplace. In particular, managers ensure that appropriate health and safety measures and protection mechanisms are in place so that applicable laws and management standards are complied with.

#### Health of our employees

The highest corporate goal, and thus an integral part of our corporate culture, is to protect our employees from health impairments, accidents and occupational diseases. Every employee contributes to the promotion of his health and adheres to the regulations on occupational health and safety.

#### Occupational safety

We take our responsibility for the safety and health of our employees seriously. We guarantee occupational health and safety within the framework of the applicable statutory regulations.

#### Accident-free company

We are continuously working on the realization of an accident-free workplace. This requires compliance with the safety regulations by our employees, managers and management. We ensure this compliance through continuous monitoring.


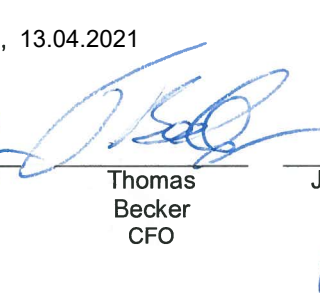


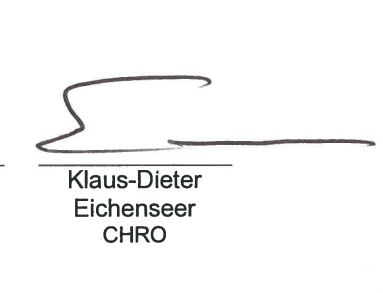
#### Ergonomics at the workplace

The targeted ergonomic design of work systems is achieved through ergonomic standards. We promote the process of continuous improvement through risk analyzes and the implementation of the measures derived from them. In this way, we ensure that facilities, machines and workplaces meet our standards.

#### Health as a management task

Our managers are obliged to act responsibly and in an exemplary manner in terms of occupational health and safety in order to ensure a safe working environment for our employees.

Markttheidenfeld, 13.04.2021

				
Erzhi Wei CEO	Thomas Becker CFO	John Hutson COO	Jochen Wieland CSO	Klaus-Dieter Eichenseer CHRO