

## **GICON Ecosystems GmbH**

### **Health, Safety and Environmental Policy**

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GICON Ecosystems GmbH (GICON Ecosystems) is committed to maintaining a high level of health, safety and environmental protection standards to ensure that all employees, customers, suppliers and visitors are protected and our environmental impact is minimised. This HSE company policy forms the basic framework for our HSE efforts and applies to all processes and business activities.

**1. Legal compliance and certification:**

- We are committed to complying with all applicable laws, rules and regulations relating to HSE.
- -As an ISO 14001, ISO 9001 and ISO 45001 certified company, we will ensure that our HSE systems and practices meet the requirements of these standards and are continuously improved.

**2. Risk management:**

- We recognise the need to identify and assess risks related to HSE in order to take appropriate mitigating actions.
- Risk assessments are conducted regularly and all employees are encouraged to report potential risks to help address them.

**3. Health and safety at work:**

- We are committed to creating and maintaining safe and healthy working conditions.
- All employees are adequately trained and sensitised to ensure that they have the necessary knowledge and skills to perform their duties safely.
- Accidents, injuries and work-related illnesses are investigated to learn lessons and take preventive measures.

**4. Environmental protection:**

- We are committed to promoting environmentally conscious behaviour in all business practices.
- By identifying and monitoring our environmental impacts, we are committed to conserving resources, minimising pollution and reducing waste.
- We will support environmentally friendly technologies and practices and strive to continuously improve our environmental performance.

**5. Communication and participation:**

- We will promote open and transparent communication on HSE issues to improve awareness and understanding among all employees.
- Employees are actively involved in HSE decision-making and encouraged to make suggestions for improvement.

**6. Continuous improvement:**

- We strive to continuously improve our HSE performance by monitoring, evaluating and reviewing our HSE systems and practices.
- Targets and action plans are developed to improve HSE performance and ensure that our HSE objectives are aligned with corporate goals.

This HSE company policy is regularly reviewed and updated to ensure that it is in line with changing requirements, legislation and best practices. All employees are required to comply with this policy and actively contribute to the implementation of our HSE objectives.

**The members of the management board of GICON Ecosystems GmbH**

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