

OCCUPATIONAL AND OPERATIONAL SAFETY POLICY



Paul Köster
Medebach • Germany

OUR RESPONSIBILITY

AS AN EMPLOYER



Employees are the most important asset of a successful company. We are aware of our responsibility as an employer and are committed to providing an attractive and safe working environment with the respectful treatment of all.



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OUR CONTRIBUTION

SAFETY AND FAIRNESS FIRST

We comply with labor laws and respect human rights. Our primary goal is to create an attractive and safe environment for our employees.

Social benefits

Meal allowances, special leave days, vacation and Christmas bonuses, capital-forming benefits, anniversary bonuses and other gratuities are firmly anchored in our offer to our employees.

Fair working conditions

We respect the minimum wages set by law, are committed to performance-related pay, and comply with the applicable labor laws of the countries with regard to working hours and vacation. We also respect employees' freedom of association and right to representation.

Operational and occupational safety

Compliance with the relevant safety regulations is a matter of course for us. All employees are obliged to know and comply with the applicable safety regulations. Every employee takes part in regular training and instruction sessions. These also include regular emergency preparedness trainings such as first aid training, as well as fire protection measures as part of in-house incident and accident management. Every single employee can contribute to making the working environment safe. Our machinery is also properly inspected and maintained on a regular basis. Our occupational safety specialist documents and checks all relevant process steps in close cooperation with the department heads.

Health protection

The provision and regular inspection of personal protective equipment in combination with occupational medical checkups ensure the best possible protection for our employees. Recommendations for improving ergonomics are taken into account in workplace design. When handling hazardous substances and chemicals, special protective equipment is provided if necessary, and the relevant personnel receive targeted training. Trained first aiders are available in all areas of the company and can provide professional first aid in emergency situations.



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