

HSSE POLICY OF THE ILF GROUP

The health, safety and security of our own employees and third parties as well as the protection of the environment have absolute priority and shall take precedence over economic success or productivity.

Our goals are:

- a) To integrate Health, Safety, Security and Environmental protection (HSSE) as an important component into our activities, and to make continuous improvement in conjunction with employees* (employees' representatives)
- b) To avoid accidents and damage to the health of employees*, and to prevent occupational diseases.
- c) To prevent environmental and material damage, and adverse health effects for all persons affected by our activities
- d) To give careful consideration to health, safety, security and environmental protection
- e) To take precautionary measures to avert occupational hazards beyond company boundaries
- f) To protect employees*, property, information and company reputation against potential threats
- g) To protect employees from reprisals, when reporting incidents, hazards, risks and/or opportunities
- h) To ensure that our company and our partners comply with all applicable laws and regulations, and agree with our goals
- i) To comply with, support and respect international human rights within our sphere of influence

To achieve these goals, health, safety, security and environmental protection topics are an integral part of the services we render to our clients and when meeting the requirements and concerns of our employees*.

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Klaus Lässer,
IMS manager of the ILF Group



Stefan Seidl
HSSE coordinator of the ILF Group

* Including freelancers, interns, working students, prospective graduates, etc.