

ILF GROUP HSSE POLICY

The health, safety and security of our own employees* and third parties, as well as environmental protection, are of absolute priority and take precedence over economic success or productivity in our operations. We recognize that a safe and healthy working environment is a fundamental principle and right in the workplace, and that the complex challenges posed by population growth, economic development and rising prosperity, as well as increasing energy demand, climate change, biodiversity loss and resource scarcity must be addressed within the limits of planetary boundaries.

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 regarding our employees
- b) To avoid accidents and damage to the health of employees*, and to prevent occupational diseases
- c) To prevent damage to the environment, property and health of all persons affected by our activities
- d) To give careful consideration to health, safety, security and environmental protection, showing economic and social responsibility
- e) To take precautionary measures to avert occupational hazards beyond company boundaries
- f) To protect employees*, property, information and the company's reputation from potential threats
- g) To protect employees from reprisals for reporting incidents, hazards, risks and/or opportunities
- h) To promote responsible environmental stewardship consistent with economic and social responsibility
- i) To protect and promote the sustainable use of ecosystems and their services, as well as the responsible use of natural resources
- j) To continually strive to reduce the loss of biodiversity for the protection of the environment in our everyday operations and in the implementation of our projects
- k) To significantly reduce our own ecological footprint, with a strong but not exclusive focus on our carbon footprint
- l) To consider it our duty to our clients to develop and recommend technical solutions to reduce their environmental footprint
- m) To ensure that our company and our partners comply with all applicable laws and regulations, codes and standards, and to integrate our clients' specifications without contradicting our objectives and by keeping in line with our goals

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

To achieve these goals:

- we promote and conduct ongoing awareness training for our employees*, clients and partners;
- we consider health, safety, security and environmental protection topics as an integral part of the services we provide for our clients, of the decisions we take while carrying out our activities and developing solutions with and for our clients and partners, and also in meeting the requirements and concerns of our employees*;
- we ensure compliance with all applicable occupational health and safety and environmental legislation.

Our commitment and integrity to contribute to the protection of the environment, reduce our ecological footprint and take a step-by-step approach to achieve „Net Zero“ by 2040 is reflected in more detail in our Sustainability Policy and our Greenhouse Gas Policy.



Klaus Lässer,
Chief Executive Officer



Seval Burucu
ILF Group HSSE Coordinator

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