



HSE and Safety Policy

Version: July 2026

Safety, health and responsible conduct are indispensable to the business success of the Schmidbauer Group. We hold responsibility for our employees, for partner companies working with us, for our customers, and for the environment and the assets entrusted to us. We do not tolerate preventable accidents, deliberate breaches of rules, or any behavior that endangers people, the environment, equipment, facilities or loads. The purpose of this policy is to create, through appropriate measures and safe working conditions, the necessary framework to ensure that all employees finish their work safely and return home healthily and unharmed every day.

We are committed to complying with all applicable legal, regulatory, occupational insurance association and customer-specific requirements. For us, occupational health and safety is not merely a formal requirement; it is a leadership responsibility, a shared obligation and an integral part of our business processes and decisions.

Our Executive Leadership Team, together with all managers, visibly assume responsibility for safe and healthy working conditions. They provide the necessary organizational, personnel and financial resources, make suitable work equipment available, and ensure that protective measures are effectively implemented, reviewed and continuously improved. Safety and health are of particular importance in all operational decisions and processes and must not be compromised by time pressure or cost considerations.

Hazards are systematically assessed before work begins. On this basis, we define appropriate protective measures in line with the current state of the art and regularly review their effectiveness. We follow the principle that technical protective measures take priority over organizational and personal measures to protect people as effectively as possible. Work equipment may only be used safely and for its intended purpose; prescribed inspections, checks and instructions are mandatory.

All employees and participating partner companies are required to act in a safety-conscious manner, follow instructions, use personal protective equipment and report identified hazards without delay. Anyone who identifies unsafe conditions or unsafe acts is authorized and expressly required to interrupt or stop work until the hazard has been eliminated. Safe behavior is encouraged and will never result in negative consequences for employees.

The "10 Life-Saving Rules" form the binding minimum requirement for all activities within the Schmidbauer Group. They focus on critical risks with potentially serious or fatal consequences:

1. No working under the influence of alcohol or drugs.
2. Use personal protective equipment and suitable tools.
3. Use fall protection when working at height.
4. Work only with a valid work permit.
5. Secure hazardous energy sources and electrical voltages.
6. Do not manipulate safety devices.
7. Maintain safe driving behavior.
8. Keep a safe distance from moving machinery.
9. Do not work under suspended loads.
10. Secure against falling objects.





Where several employers work together, we coordinate at an early stage, clearly define responsibilities, and ensure a consistent and safe approach.

Learning is a key element of our safety culture. We report incidents, unsafe situations and suggestions for improvement openly and without fear of disadvantage. We use findings from incidents, audits, site inspections, and projects in a targeted manner to continuously improve our HSE Management.

In addition to safety and health, we are committed to protecting the environment. Our aim is to avoid harmful environmental impacts, use resources responsibly, and reduce emissions and waste.

This HSE Policy is binding for the entire Schmidbauer Group and for all people working on our behalf or within our area of responsibility. The principles and requirements set out in this policy must be known, understood and consistently followed. It forms the basis and benchmark for our daily actions.

If in doubt, ask.

If you see a hazard, take an action.

If you carry responsibility, lead by example.

Schmidbauer GmbH & Co. KG

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