Occupational Health and Safety (OHS) Policy

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The protection of life, health, and well-being of our employees is our highest priority. Occupational health and safety are essential components of our business activities and are considered equally important as our objectives regarding quality, productivity, environmental protection, and economic performance. We are convinced that sustainable business success can only be achieved through safe, healthy, and motivated employees. Therefore, we create and promote healthy working conditions, safe processes, and a corporate culture in which occupational health and safety are understood and practiced as a shared responsibility.

Our Principles

- **Responsibility of Management**

Management bears the overall responsibility for occupational health and safety. It is committed to continuously improving health and safety performance and to providing all necessary financial, personnel, organizational, and time resources to ensure the effective implementation of established objectives and measures. Occupational health and safety considerations are taken into account in all significant business decisions.

- **Responsibility of Managers**

Managers actively fulfill their delegated occupational health and safety responsibilities and recognize health and safety as a key leadership duty. They create safe working conditions, promote safe behavior, monitor compliance with protective measures, and consistently lead by example. The safety and health of employees are an integral part of their daily management activities.

- **Responsibility of All Employees**

Every employee is required to actively contribute to a safe and healthy work environment through their actions. This includes complying with safety regulations, using the provided personal protective equipment, reporting hazards, unsafe conditions, near misses, and improvement opportunities, and actively participating in training, instruction sessions, and continuous improvement initiatives. Safety starts with every individual.

- **Legal Compliance and Regulatory Requirements**

OTTO complies with all applicable legal, regulatory, and other binding requirements relating to occupational health and safety. Furthermore, OTTO strives to exceed minimum legal requirements whenever this is necessary or beneficial to protect employees.

- **Prevention Rather Than Reaction**

OTTO identifies hazards and risks at an early stage and implements appropriate measures to prevent workplace accidents, work-related illnesses, and health hazards. The objective is to eliminate risks at their source or reduce them to the lowest practicable level.

- **Health Promotion Programs**

In addition to the legally required occupational health services, including preventive medical examinations and consultations, OTTO has established a voluntary Workplace Health Management Program. This program offers employees a wide range of health promotion measures, including HRV measurements, ergonomic workplace consultations, and physiotherapy support services. In addition, OTTO provides access to an Employee Assistance Program (EAP), offering confidential, professional support 24/7 for both work-related and personal matters. Topics include mental health concerns, stress and overload situations, addiction issues, health-related challenges, coping with change, and personal crises.

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❖ **Participation and Safety Culture**

OTTO promotes an open communication and safety culture in which hazards, near misses, improvement suggestions, and mistakes can be reported without fear of disadvantage. Active employee involvement is a key success factor in the continuous development of occupational health and safety.

❖ **Competence and Awareness**

OTTO enables employees and managers to perform their duties safely and in a health-conscious manner through regular training, instruction, and information. The necessary knowledge and safety awareness are continuously strengthened and developed.

❖ **Health Promotion**

OTTO supports the physical and mental well-being of its employees through appropriate preventive measures, occupational health services, and workplace health promotion activities. Health is regarded as a key success factor for both employees and the company.

❖ **Contractors, Partner Companies, and Visitors**

The same high standards of occupational health and safety apply to contractors, partner companies, and visitors as to OTTO employees. We expect consistent compliance with our safety standards and work collaboratively to ensure their implementation.

❖ **Continual Improvement**

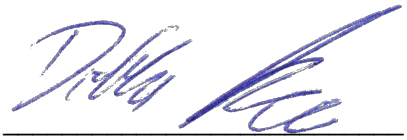
OTTO is committed to the continual improvement of occupational health and safety performance. Through regular evaluations, audits, safety inspections, occupational safety committee meetings, key performance indicator analyses, and the review of incidents and near misses, we assess the effectiveness of our measures and implement improvements where necessary. Our goal is to sustainably reduce workplace accidents and health risks while fostering a culture of “zero preventable accidents.”

❖ **Our Common Goal**

Occupational health and safety are values that must be lived by all employees and managers every day. Through cooperation, shared responsibility, and the consistent implementation of this OHS Policy, OTTO creates a working environment in which everyone can work safely, healthily, and successfully.



Hafner Johann (Managing Director)



Bruhn Diethard (Managing Director)