



TSUBAKI **SPIRIT**

Sustainability

Corporate Ethics

Human Rights

Health & Safety

# Health and Safety Guidelines

TSUBAKI KABELSCHLEPP GmbH

KABELSCHLEPP GmbH-Hünsborn

# **WE OFFER A SAFE WORKING ENVIRONMENT, BECAUSE SAFETY IS OUR TOP PRIORITY.**

KABELSCHLEPP is committed to complying with all applicable health and safety regulations and to ensuring a clean, healthy and safe working environment. We actively participate in quality assurance measures that additionally improve our working environment and make it safer.

It should be a matter of course that all employees can pursue their work in a safe working environment every single day. That is the objective of all our health and safety activities.

Our health and safety guidelines comprise the following:

- » Avoiding accidents and work-related illnesses
- » Providing personal protective equipment
- » Providing and maintaining safe machinery and equipment
- » Workplace ergonomics
- » Handling and using chemicals/substances safely
- » Implementing emergency measures in case of fire
- » Providing training and advice on health and safety aspects for our employees.

In this, we comply with the following legislation:

- » German Occupational Safety Act (ArbSchG)
- » German Act on Company Physicians, Safety Engineers and other qualified Health and Safety Personnel (ASiG)
- » German Maternity Protection Act (MuSchG)
- » German Youth Employment Act (JArbSchG)
- » German Workplace Ordinance (ArbStättV)
- » Rules and regulations published by the German Social Accident Insurance (DGUV).

In addition, KABELSCHLEPP continuously defines new rules and regulations to create a culture of safety in the workplace.

## **1. Preventing accidents and avoiding work-related illnesses**

Accident prevention is an ethical and human obligation. KABELSCHLEPP has set itself the objective of providing its employees with the best possible protection against hazards and work-related illnesses. In the event of an accident, which can happen despite comprehensive safety/prevention measures, the immediate rescue and emergency actions have been defined. Afterwards, accidents will be processed in collaboration with the employer's liability insurance association and, if necessary, additional accident prevention measures will be initiated.

## **2. Personal protective equipment**

Employee safety has top priority at KABELSCHLEPP. Therefore, personal protective equipment, related to the specific occupational activity, is provided to each employee free of charge.

## **3. Safety of machinery and equipment**

All our machines and components are continuously serviced and checked to ensure the best possible plant safety and to minimize hazard potential for employees in the vicinity of the machine.

## **4. Workplace ergonomics and health protection**

KABELSCHLEPP designs workplaces according to ergonomic standards of occupational medicine to preserve the health of each individual employee and to protect them against work-related illnesses in the best possible way. Regular checkups, with the support of the Health & Safety Officer, also contribute to employee health protection.

## **5. Handling and using chemicals/substances safely**

The correct procedures must be followed when handling chemicals/hazardous substances, e.g. paint, cleaning agents, lubricants. The respective safety data sheets for these materials are available and users receive regular instructions in this regard.

We are committed to complying with the EC Chemicals Regulation (REACH) no. 1907/2006 of 12/30/2006 and the ROHS II Directive (2011/65/EU, expanded by 2015/863/EU). We also require our suppliers to comply with these regulations and directives (T&C, XIII. Substances in products).

## **6. Fire protection**

A fire can break out at any time. Therefore, it is absolutely essential to prevent fires in order to protect both, health and life of all employees and the physical assets of the company. KABELSCHLEPP holds on a regular basis fire safety instructions for employees to promote awareness for fire development and fire fighting. In addition, the technical equipment of the office and production buildings complies with the current national fire protection regulations.

## **7. Training**

KABELSCHLEPP regularly runs health & safety training courses for employees. This includes, in particular, training for first aiders and fire safety officers.

Safety instructions take place annually, when new employees are hired and whenever the need arises.