Engineering for a better world.

# OCCUPATIONAL HEALTH & SAFETY POLICY

| | |
|---|---|
| **Doc ID:** | PPC-2648 |
| **Version:** | 4 |
| **Last Review** | 16Oct2026 |
| **Date:** | 06Jun2023 |
| **Last Amendment:** | 16Oct2026 |
| **Accountable Manager:** | Vice President Quality & Health, Safety and Environment |
| **Owner:** | Head of Occupational Health and Safety |
| **Scope:** | GEA Group companies, employees, and business partners |
| **Distribution:** | GEA Intranet, Internet |

PUBLIC

# Content

1. Scope ..... 3
2. Responsibility in Occupational Health & Safety ..... 4
3. Additional information & contact ..... 5
4. Version History ..... 6



PUBLIC

# 1. Scope

This policy applies to all companies (i.e. GEA Group's own operations including all production, sales, and administrative sites), managers, employees, as well as the entire value chain, including suppliers, contractors, and other business partners of GEA Group worldwide. This includes GEA Group Aktiengesellschaft, and all companies affiliated with it under company law (hereinafter "GEA") without limitation. The Vice President Quality & Health, Safety and Environment has the overall responsibility for the design and control of adherence to the policy. All Managing Directors of GEA legal entities are responsible for implementation and adherence to the policy.

GEA, as a global leader in supplying systems and components for the food, beverage, and pharmaceutical industries, is committed to occupational health and safety and takes this into account in all its business activities. Occupational Health & Safety (hereinafter "OHS") is a fundamental aspect along the entire value chain. Therefore, GEA is committed to creating a safe workplace for its employees and contractors and to develop safe products for our customers.

The occupational health and safety policy should be seen as a constantly evolving document. It is regularly updated, also regarding upcoming regulatory changes in the future. It presents the motivation, key objectives regarding occupational health and safety, and the identification and management of ongoing assessments and improvement of practices and processes. This policy also refers to specifying standards of conduct such as:

- Code of conduct
- Code of conduct for suppliers and subcontractors
- Global policy specifying Health, Safety & Environment responsibilities and rights of all GEA managers and employees
- Human rights directive
- Mergers & acquisitions directive
- Business continuity and crisis management directive
- General terms and conditions

In addition, it applies in parallel to the Environment and Quality Policies as part of our integrated management system.

The policy relates to ESRS S1. It addresses all material negative and positive impacts, financial risks, and opportunities that GEA imposes on the environment, society, and its stakeholders ("inside-out"-perspective) as well as impacts, risk and opportunities that impact GEA's business performance, financial results, and state of the company (resilience) ("outside-in"-perspective) that have been identified during the materiality assessment under ESRS 1 number 3. The results of the materiality assessment are published on gea.com/sustainability/downloads.



PUBLIC

# 2. Responsibility in Occupational Health & Safety

## #SafetyByChoice

GEA's primary long-term vision in the area of OHS is to achieve zero accidents. We attach highest priority to safe workplaces and the prevention of health hazards in all our activities. Occupational health and safety mean for us, first and foremost, that all employees, as well as those who carry out a job for us, can always return home safe and healthy and that accidents and occupational illnesses are avoided through joint proactive behavior. Safety by Choice means consciously making safe decisions, intervening when risks are observed and actively contributing to a safe workplace every day.

Compliance with all applicable legal regulations and internal standards of occupational health and safety is therefore a fundamental and indispensable basis for all actions in GEA. Our standards go beyond mere compliance with laws and other binding regulations. We expect our companies, managers, employees, and business partners to take occupational health and safety into account in their business activities and in all situations related to these activities. Leaders at all levels are expected to visibly demonstrate their commitment to occupational health and safety, provide the necessary resources and lead by example. In order to substantiate this and to emphasize the importance of the participation of each individual, we have issued a separate policy that describes the responsibilities and rights of all managers and employees with regard to occupational health, safety and environmental protection.

In particular, the early consideration of occupational health and safety aspects during the planning of new projects, processes and significant changes to facilities, equipment, technologies, suppliers or organizational structures is of utmost importance to us. We therefore consider hazard identification and risk assessment as essential elements for the early identification, prioritization and control of risks arising from our business activities. Appropriate action plans are established for identified risks and are regularly followed up and reassessed.

We promote a proactive safety culture and encourage our employees to actively engage themselves and to continuously improve safety. Employee representatives are involved and consulted on occupational health and safety, which is why they also play a central role in the development of our safety culture. Furthermore, they are an integral part of the health and safety committees in our companies. Every employee and contractor is empowered and expected to intervene and stop work when an unacceptable risk to health, safety or the environment is identified. Work may resume only after the risk has been assessed and appropriate controls have been implemented.

Regular training and qualifications are another important core element at GEA to improve occupational health and safety. We therefore not only ensure this for our own employees, but we also train our contractors and service providers who work for us. This also includes instruction in factory and site safety policies.

To ensure continuous improvement, we have implemented systems to measure and regularly review the performance of our companies and contractors based on defined performance indicators. This also includes the annual definition of measurable targets for occupational health and safety at group level and in our entities, as well as regular follow-up and effectiveness checks. GEA maintains and continuously improves occupational health and safety management systems aligned with ISO 45001 standard across its production sites.

However, if there should be an accident, emergency, or crisis in our companies, we have created a robust system for responding to these events and anchored it globally in our Business Continuity and Crisis Management Policy. This includes a clearly defined reporting process and holistic crisis management. GEA companies are required to establish local processes for emergency and crisis management, make appropriate provisions and regularly carry out performance reviews.



PUBLIC

The regular internal review of compliance with legal requirements, as well as our defined standards and goals by means of internal and external audits on occupational health and safety, is another important element of our management system.

## Commitment to adhere to global standards

In addition, GEA promotes the highest environmental and social standards at all levels and locations in line with the well-known OECD Guidelines for Multinational Enterprises, the 17 United Nations Sustainable Development Goals (UN SDGs), ILO Core Labour Standards, UN Guiding Principles on Business and Human Rights and the International Bill of Human Rights.

GEA also expects its business partners, such as its suppliers and subcontractors, to commit to their responsibilities with regards to occupational health and safety.

## Cooperation with our suppliers to promote occupational health and safety in their business practices

Occupational health and safety responsibility is of central importance, not only in relation to the production of products and services of GEA, but along the entire supply chain. This includes a registration process for suppliers that requires them to commit to the company's own "Code of Conduct for Suppliers and Subcontractors". This set of rules sets out the obligation of suppliers and their supply chains to comply with all legal requirements and GEAs standards in relation to occupational safety and health. To us, compliance with our standards is a clear criterion for the selection of suppliers and contractors.

## Non-compliance

Adherence to the OHS policy is a collective task. If indications of a violation are present, GEA expects all employees to notify line managers or the competent specialist department accordingly (e.g. relevant QHSE or legal department).

Violations of laws and other binding rules, as well as internal regulations, may result in criminal, occupational and civil law consequences for involved GEA employees. For GEA, such violations can lead to high fines, exclusion from calls to tender, official sanctions, claims for damages from customers or competitors, as well as significant reputational damages.

Concerns may also be raised through the applicable confidential reporting channels. Retaliation against persons who report concerns in good faith is not tolerated.

# 3. Additional Information & Contact

If you have any questions, please contact:

GEA Group Aktiengesellschaft
QHSE
Ulmenstraße 99
40476 Düsseldorf
Contact GEA



PUBLIC

# 4. Version History

| Date | Review and Revision |
|---|---|
| 21.06.2024 | Updates in the context of CSRD requirements and organizational changes |
| 17.03.2025 | Update of policy ownership due to organizational changes |
| 16.10.2026 | Update of policy ownership due to organizational changes<br>Strengthening of OHS principles regarding proactive risk management, management of change, Stop & Intervene, visible leadership and employee participation. |
| | |



PUBLIC