

# **P3 group GmbH**

## **Health and Safety Guideline**

This health and safety guideline is property of the company P3 group GmbH.

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## **2. Principles**

The following health and safety guidelines are binding for all employees and managers of all P3 companies. Non-compliance can result in disciplinary measures up to and including termination of employment. If you observe a violation by anyone within P3, please bring it to the attention of your 1:1 or site manager.

The applicable national and international laws on occupational safety and health must be observed and complied with to avoid health hazards. Safety at work is an obligatory task of every individual and the managers are given an exemplary function. In accordance with the applicable law, all P3 sites have a health and safety officer who is responsible for the compliance and implementation of measures regarding health and safety at work. We expect that all employees, business partners and suppliers understand and comply with this policy.

## **3. Personal Protective Equipment**

Entering productions, construction sites, laboratories or similar premises is only permitted with sufficient protective equipment. In particular, gloves, head protection, eye protection, hearing protection and safety shoes must be used.

## **4. Machine Safety**

For the safe handling of machines and equipment, we ensure that work equipment is used in accordance with its intended purpose and that protective devices are always functioning.

## **5. Emergency Preparedness**

In order to be best prepared for possible disasters and in accordance with the relevant regulations, each P3 site has an emergency plan that includes fire protection, layout of escape and rescue routes and the first aid organisation.

## **6. Incident and Accident Management**

We are actively committed to minimising the risks to which our employees are exposed by taking appropriate measures to prevent work-related accidents.

## **7. Workplace Ergonomics**

We adhere to the requirements set by the legislator on ergonomics in the workplace in order to prevent (long-term) damage to health. When setting up and operating the workplaces, we take ergonomic insights into the design of the workplace into account.

## **8. Handling of Chemicals**

For activities involving chemicals, we strictly adhere to the prevailing regulations and establish appropriate protective measures. A responsible handling of chemical substances is expected.

## **9. Fire Protection**

We regularly check the legal requirements regarding fire protection and implement appropriate measures. Fire extinguishers, escape routes and emergency exits are properly provided, marked and regularly maintained at each P3 location.