



ESG POLICIES

HEALTH AND SAFETY POLICY

PURPOSE

The health and safety policy describes the binding goals and obligations of Ammann in the area of occupational health and safety.

This policy applies to the Ammann Group, the entities that it owns, the entities in which it holds a majority interest, and the facilities that it manages. This policy applies to all employees of subsidiaries and affiliates worldwide. In addition, our subcontractors working at our sites are expected to comply with this policy.

COMMITMENT AT THE HIGHEST CORPORATE LEVEL

Unless prescribed by law or the articles of incorporation, the management is delegated by the Board of Directors. Accountability for the implementation of this policy is overseen by the Chief Executive Officer and the heads of divisions. This ensures that every part of our business is clear about the responsibility to respect occupational health and safety and its day-to-day implementation.

OUR AIM

Our aim is to prevent accidents and work-related illnesses at our locations, installation and project sites, during travels and at our customers' locations. We commit ourselves to comply with all legal occupational health and safety (OH&S) requirements. We require that occupational health and safety is an integral part of all business activities. For this reason, our managers at all levels are responsible for OH&S management as part of their business activities.

WE ENSURE THAT:

- We comply with all the applicable OH&S laws in the workplace and prevent work-related injuries and illnesses, in line with ILO Convention No. 120 and international standards related to OH&S like OSHA (in the EU and USA) or SUVA in Switzerland,
- Safe and healthy workplaces are provided,
- Applicable safety rules are set up and observed at all workplaces where we operate,
- Necessary resources are made available for OH&S,
- Hazards are identified and eliminated where possible and OH&S risks are minimized,
- OH&S accidents are documented and evaluated,
- An effective emergency management is in place,
- Our subcontractors working at our sites are expected to comply with this policy,
- Our OH&S management is continually improved,
- A discussion about OH&S is possible without fear of repression or other negative consequences,
- All employees receive the necessary training and instructions related to OH&S,
- Consultation and participation of staff regarding OH&S at all levels takes place,
- All our employees and all our suppliers and subcontractors are authorized without restriction and fear of reprisal to remove themselves from work situations that they consider present an immediate and serious danger to life and health ("Stop the Job").



Hans-Christian Schneider
CEO



Alex Lamers
ESG Officer

This policy was approved and put into force by the board of directors on January 2023.