

# The Health and Safety Policy

## *Better safe than sorry*

Our employees play a central role in our company. We therefore strive to offer them safe working conditions. The valid legal requirements for occupational health and safety are the framework of our actions. In addition, we have issued clear occupational safety regulations and regularly offer special training courses to improve safety in the workplace.

Safety is everyone's responsibility and personal safety starts with each of us. Irrespective of their position in the company, every employee is an integral part of this overall plan for greater safety at the workplace. The continuous improvement of working conditions with regard to safety is part of our mission statement.

We are a central player in the European and global timber industry and are aware of our responsibility towards our employees and partners. We strive for a corporate culture that underlines the importance of safety in the workplace; we take care of comprehensive prevention measures and involve all staff in the implementation of this occupational safety culture. The aim of HS Timber Group is not to even have a single occupational accident at the work place.

Based on this goal, we implement clear internal rules that support the effort to provide a safe workplace environment for all employees.

Therefore we want:

To provide clear procedures and understandable information and to implement regular training to ensure the safety of our employees,

Comply with the safety regulations and provide the necessary protective equipment in the appropriate places and regularly maintain the plant and machinery, also with regard to occupational safety.

Prevent accidents and illnesses at the workplace,

The responsibility for the implementation of this guideline, for the continuous improvement of health and safety at the workplace and to reach achievement goal of zero accidents lies not only with the management of the HS Timber Group's production companies, but above all, also with all employees. Therefore, it is important to point out the problems, risks and measures that must be taken to ensure health and safety standards at the workplace. Such information is expressly desired. Because it is about our health & well-being which should be a concern for all of us.

The subsidiaries are entitled to issue more detailed guidelines and standards

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