

Occupational Health and Safety Policy

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SWIETELSKY

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Note:

When translating documents, the German version released via the workflow always applies in cases of doubt.

**We work for people.
We shape the future.
We are part of the solution.
Building ever better.**

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I Our Vision of occupational health and safety

With our occupational health management system SWIE:Care, we are shaping a future in which the safety and well-being of our employees take top priority – whether on our construction sites, in our production facilities, or in our administrative offices.

The foundation of this commitment is SWIE:Safety, our vision of accident-free business operations. Through targeted preventive measures in the area of SWIE:Safety, tailored to the specific needs of our business divisions, we aim to prevent workplace accidents as far as possible and to minimize their consequences when they occur.

In addition, our workplace health promotion and reintegration programs support the overarching goal of maintaining our employees physical and mental fitness as long as possible. This enables us to successfully complete our projects together and live up to our motto: #buildingeverbetter.

Swietelsky puts this vision into practice through the following measures:

II Commitment to compliance with legal, normative and contractual requirements

Swietelsky is fully committed to complying with all applicable national laws and regulations governing occupational health and safety, and also adheres to normative requirements – in particular ISO 45001 and comparable national certification standards.

Compliance with statutory and relevant standard requirements is firmly embedded in our Occupational Health and Safety Management System, which forms part of the Integrated Management System (IMS).

Where applicable, contractual requirements may also apply, provided they do not conflict with national legislation or relevant standards.

III Monitoring occupational health and safety indicators and developing preventive measures

In addition to fulfilling all legally mandated reporting obligations for occupational health and safety indicators, Swietelsky is committed to implementing a standardized, group-wide system for data collection to ensure the comparability of key figures.

Alongside national data collection, analysis, and reporting requirements, a regularly convening interdisciplinary working group – composed of occupational safety specialists from our various national entities – reviews data, develops evidence-based preventive measures, and shares best practices across the group.

The aim is to achieve a sustained reduction in accident rates and sick leave across all business areas.

IV Safe working conditions and workplaces

Swietelsky is committed to providing a working environment in which employees work safely, lawfully, and with mutual respect. A basic prerequisite for this is that all employment relationships are legally compliant and properly documented.

Every workplace is designed in accordance with applicable laws, safety standards, ergonomic principles, and industry-specific requirements.

We also strive to create an environment that promotes and protects employee health. Regular risk assessments, safety briefings, inspections, audits, and training by qualified specialists, together with continuous dialogue with our employees, ensure ongoing improvement in occupational safety.

Furthermore, Swietelsky ensures flexible working time arrangements and full compliance with legally mandated breaks, rest periods, and – where applicable – age restrictions (for example, for trainees). In this way, we support a healthy work-life balance for all employees.

Swietelsky is responsible for ensuring that employees work under conditions that safeguard their safety, health, and dignity – regardless of whether they are on construction sites, in production or operating facilities, in offices, or at external workplaces. We expect the same commitment from all our business partners.

V Personal protective equipment (PPE)

Given the nature of daily work on construction sites and in production environments, preventive measures to eliminate hazards and prevent accidents are essential for all employees, subcontractors, and visitors.

We also take into account new challenges, such as extreme weather conditions (e.g., heat waves) arising from climate change.

PPE is a key element of occupational safety and must be inspected regularly by qualified personnel. Swietelsky provides all necessary PPE free of charge and without restriction. To ensure correct and consistent use, regular training and instruction by qualified personnel are provided.

All employees, subcontractors, and visitors are required to use the PPE provided, which is adapted to the respective workplace and situation. Employees must report any defects or improper use of PPE immediately.

VI A culture of safety in practice

The three guiding principles of our safety culture apply to all employees at all levels:

- 1. Safety starts with me!**
I lead by example and avoid risks to myself and others.
- 2. Think before you act!**
I identify hazards and respond calmly and responsibly.
- 3. Speak up!**
I immediately report hazards, malfunctions, and accidents.

All Swietelsky employees actively contribute to our safety culture and act as role models for their colleagues, regardless of their role or responsibility.

Every employee must address potential health and safety hazards or non-compliance immediately, if possible, or report them to the responsible personnel. Swietelsky employs qualified specialists in occupational safety and health who ensure that safety concerns are heard and that corrective measures are implemented promptly.

VII Medical support

To safeguard the long-term physical and mental well-being and performance of our employees, regular medical examinations are carried out in accordance with national regulations.

We also see it as our duty to provide comprehensive medical and/or organizational support to employees who have suffered an accident, are on long-term sick leave, or are returning from parental leave – to help them reintegrate smoothly into their roles at Swietelsky.

Where organizationally feasible, Swietelsky also offers voluntary workplace health promotion services that go beyond statutory requirements.

VIII Reporting and investigation of serious workplace accidents

In the event of a serious workplace accident, as defined by national legislation – particularly in the case of fatalities – the established internal accident reporting procedures must be followed immediately after notifying the relevant emergency services.

A standardized, documented investigation must then be conducted by the responsible manager with the support of safety personnel. The findings are communicated promptly to all relevant organizational units to prevent similar incidents in the future.

IX Reporting of violations

Employees and business partners can report legal violations or serious safety breaches through the whistleblowing system established in accordance with Directive (EU) 2019/1937 (EU Whistleblowing Directive) at <https://swietelsky.integrityline.com>.

