

Company policy for occupational health and safety



Demographic change, climate and environmental protection, digitisation, globalisation and urbanisation are global challenges that have a particularly large effect on our business. By conducting business responsibly in a changing world, we contribute to the sustainable development of society and the environment.

MAN Truck & Bus acknowledges the universally recognised UN Global Compact principles for human rights, work standards, environmental protection and fighting corruption. These principles are defined in our MAN Code of Conduct as internal company guidelines that we are committed to. Our corporate responsibility (CR) and climate strategy are integral elements of our corporate strategy. The policy developed for this purpose is internationally binding for all corporate divisions and is aimed at all internal and external interest and stakeholder groups. Together with our suppliers, we want to define and live out shared values in order to implement the CR strategy along the entire value chain. In addition, we want to actively meet our customer's expectations with an efficient product and service portfolio.

As board members and employee representatives, we are aware of our position as a role model – a position we hold when putting corporate responsibility into practice. We trust our employees to make company policy provisions a reality at their work place. Provision of the required resources forms the basis for this.

Our philosophy

Protecting the health of employees and ensuring a safe working environment forms the basis for our decisions and actions. Our vision is a safe and healthy working environment without accidents.

Our aim is to integrate occupational health and safety into all relevant company processes and decisions. The relevant legal regulations, official requirements, policies, standards and voluntary commitments function as minimum requirements here. To this end, we commit ourselves to the consultation and participation of employees and their representatives. We thereby ensure the future viability of the company and our products.

Each individual counts

Safety-conscious behaviour plays a vital role in ensuring a healthy, accident-free and injury-free work place. Together, board members, employee representatives and managers commit themselves to leading by example.

Our aim is to promote awareness of health and safety at the work place and to boost each individual's sense of personal responsibility.

We support raising each employee's awareness of health and safety by integrating these aspects strongly into vocational training and continuous professional development.

Principles of conduct for occupational health and safety

Anticipatory planning

Health and safety aspects of our work places and processes are based on the current state of the art. In doing so, occupational safety standards are taken into consideration from the very start of building and plant design, and are integrated into the planning process when equipping and setting up work places.

Individual coordination of working conditions

In order to, insofar as possible, prevent risks from still occurring despite best possible planning and minimisation of hazards, technical, organisational and personal protective measures are defined and implemented. When systemically assessing our work places and fields of activities, we pay attention to ergonomic and physical aspects. We motivate our employees to have a healthy lifestyle by providing med-

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ical check-ups and personal support. In addition, we coordinate the work place conditions and requirements with employees' individual knowledge, skills and needs.

- Behaviour-based safety

Since a large proportion of accidents at work are caused by people's behaviour, each individual's awareness of safe behaviour at the work place must be boosted. We consciously and carefully take into account both our individual behaviour and that of our colleagues and superiors, critically examine it and point out unsafe situations. In doing so, we can consistently react to risky behaviour, in order to identify hazards swiftly and to counter them.

Occupational health and safety management

The integrated management system is used to help set objectives. To ensure continuous improvement, the implementation and success of the measures and objectives are checked, the target achievement rate is controlled and the level achieved is regularly reported to the Executive Board and the employee representative body.

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