



Health and Safety Policy of Deutsche Ölwerke Lubmin GmbH



Our employees' health and safety belong to our guiding principles and are part of our integrated management manual (IMM).

At our company, creating and preserving safe, health and performance oriented working conditions have top priority. We commit ourselves to ensure a safe and health and performance oriented working environment and to abide by all statutory health and safety provisions.

With the following principles being relevant, we accept our responsibility towards colleagues, fellow human beings and subsequent generations.

Prevention

In order to prevent accidents at work, our employees get the required protective clothing/equipment. We protect our staff members from risks at work and support health oriented measures. We ensure comprehensive and effective emergency medical care for our employees and visitors in case of injuries.

Implementing extensive preventive action, we protect our employees from any impairment and our environment from damages. Deutsche Ölwerke Lubmin GmbH takes well aimed preventive measures to avoid hazards and to prevent situations that hold the risk of accidents, injuries, health or material damage. On the basis of regular reviews, we are able to detect the risks which emanate from our activity for our stakeholders' safety and health, and we take the appropriate measures.

- Emergency exercises for fire protection
 - practical fire-extinguishing exercises
 - resuscitation exercises
- Training first aiders, firemen and safety officers
- Performing first and subsequent trainings within the occupational safety
- Extensive trainings for new colleagues and apprentices

Safe and employee-friendly workplaces

We are convinced that all accidents at work and occupational diseases are basically avoidable. Committed employees and superiors give us assistance on our way to zero accidents at work. We care for our employees' and customers' safety on an equal footing. When designing workplaces and processes, we take latest findings into consideration. We attribute great importance to an ergonomic design of workplaces. We undertake to care for a safe and health-promoting working environment and abide by the statutory health and safety provisions.

Responsible employees

By regular briefings and trainings, we promote our employees' and business partners' expertise and consciousness regarding safe working conditions and environmental protection in all areas of the company.

Respect for human rights and compliance with the laws

We respect human rights and every country's respective legislation. Human dignity, solidarity and social justice are the foundation of our interpersonal relations. We do not tolerate any discrimination or harassment and we condemn forced labor as well as any physical punishment of employees.

Management and all the employees commit themselves to this health and safety policy.

Lubmin, February 24th, 2017



André Westphal
Management