

GLOBAL OCCUPATIONAL HEALTH AND SAFETY POLICY

PURPOSE

At Fresenius Medical Care, we are committed to providing a healthy and safe workplace for our employees and contractors. Occupational health and safety is a core element of our business activities. We focus on identifying, mitigating, and preventing potential occupational health and safety-related hazards and risks. Our goal is to foster a culture that promotes safe practices. This Occupational Health and Safety Policy ("OHS Policy") outlines our global commitment to occupational health and safety in the workplace and defines the key principles that guide us.

PRINCIPLES



Workers' protection

WE strive to mitigate and prevent work-related accidents and hazards to protect our employees and contractors.



Monitoring and improvement

WE identify occupational health and safety hazards and assess, mitigate, and manage risks by taking appropriate measures.

WE monitor quantitative occupational health and safety-related indicators.

WE seek to track and analyze employees' work-related accidents, identify their root causes, and implement and evaluate appropriate corrective and preventive actions, according to applicable regulations.

WE strive to learn from work-related incidents, accidents, and near misses.



Compliance and management systems

WE follow and comply with applicable legal occupational health and safety requirements and procedures.

WE establish appropriate occupational health and safety frameworks, programs, and systems.



Awareness and training

WE provide our employees and contractors with information, instructions, and training on occupational health and safety, as required.

WE aim to foster and operate within a culture where employees and contractors are encouraged to report, discuss, and learn from occupational health and safety-related events and concerns in a transparent and open manner.

WE strive to facilitate consultations on occupational health and safety matters with employees and contractors, where appropriate.

RESPONSIBILITIES

Management is responsible for establishing an appropriate occupational health and safety management system in accordance with this OHS Policy. Each organizational level is responsible for implementing and maintaining the occupational health and safety measures accordingly. This OHS Policy can be supplemented by other relevant policies.

COMMUNICATION

This OHS Policy is available to all employees and, upon request, to relevant stakeholders. Suppliers should refer to our Supplier Code of Conduct for specific occupational health and safety-related requirements.