

# > Occupational safety & health policy

The protection and promotion of employees' health are top priorities for the SÜDPACK Group.

We are committed to creating a work environment that is not only safe and health-conscious but also places a strong emphasis on preventing work-related injuries and illnesses. Our Vision Zero – the goal of eliminating all workplace accidents and occupational diseases – is firmly embedded in SÜDPACK Group's sustainability strategy. This commitment applies globally and considers the specific requirements and challenges of each location.

Our values – Care, Together, Innovation, and Entrepreneurship – play a central role in this endeavor. Through our commitment to the highest safety standards and continuous improvement, we strive to foster a culture of safety and health awareness that is deeply embedded in all areas of our company. We firmly believe that care and together form the foundation of a safe work environment, while innovation and entrepreneurship enable us to continuously find the best solutions to protect our employees.



We take proactive measures to protect our employees. Through continuous and systematic risk assessments, we identify and evaluate existing and potential hazards. These risks are minimized through targeted measures.



We promote a culture of safety and health through continuous training and awareness programs. Our employees are committed to and actively involved in the continuous improvement of occupational health and safety.



We set specific group-wide and site-specific goals to reduce workplace accidents, near misses, and unsafe conditions. Our leaders serve as role models for safety and health protection.



The company consistently complies with applicable occupational safety laws worldwide and implements partly its own, higher standards to enhance occupational safety.

Effective management systems and certifications such as ISO 45001/SA8000/ISCC+ enable us to regularly review occupational safety and ergonomics requirements, ensuring the creation of safe and healthy workplaces.

## The management of the SÜDPACK Group

Ochsenhausen, 15.09.2025

### Thorsten Seehars

Chairman of the Management Board / CEO

### Carolin Grimbacher

Managing Partner / CTO

### Andreas Braun

Managing Director / CFO

# SÜDPACK