


Heraeus Corporate Policy – EHS Policy		
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## Heraeus Corporate Policy

### EHS Policy

Heraeus is a technology group headquartered in Hanau, Germany. It is a leading international family-owned company formed in 1851. The EHS policy (Environment, Health and Safety Policy) is the guiding principle used to highlight values and set direction in the organization; to guide and influence decisions within the framework of objectives, goals, and management philosophies.

Heraeus is committed to establishing an effective EHS culture and EHS Framework with international standards (e.g., the European CSRD (Corporate Sustainability Reporting Directive)) for EHS and sustainability. The values benefit sustainably our employees, customers, suppliers, surroundings, and the environment.

**Leadership** We encourage and motivate every employee to take ownership with respect to the area of responsibility through training and effective communication to integrate EHS concerns and awareness into business decision and daily work.

**Guidelines & Procedures** We establish and promote EHS principles and standardized procedures with the aim to ensure a healthy and safe workplace and an environmentally sound operation.

**Processes** We maintain an effective management system in accordance with international normative standards with the aim to ensure reliable processes throughout the entire value chain of our products and services.

**Responsibility** We aim to comply with statutory and regulatory obligations to be a valuable, reliable, and responsible partner for our employees, customers, and the public.

By using this systemic framework, we measure and review EHS indicators transparently, derive actions and enforce EHS management strategies to ensure continual improvement, and support Heraeus businesses in a sustainable manner.



Jan Rinnert



Rolf Wetzel



Dr. Frank Stietz

## Management Systems

Heraeus has an EHS management software platform and additional tools to collect relevant data. The data is regularly analyzed by the EHS and Sustainability Departments, evaluated, and KPIs are tracked on a global scale. The management system contains both, the environmental part as well as the health and safety part.

The Heraeus EHS Management System has been designed in accordance with the requirements outlined in ISO 14001 and ISO 45001 (formerly known as OSHAS 18001). This internal EHS Management System (known as Heraeus EHS Development Path) is a staged excellence initiative which includes global EHS best-practice standards with a powerful toolbox. It consolidates all Heraeus global EHS services, standards, processes, insurance contracts, certain legal requirements, and requirements of ISO 14001 and ISO 45001 into one streamlined program. It has been reviewed by multinational certification bodies like SGS, TÜV Rheinland, TÜV Süd and DEKRA as a fundamental step for achieving the certification.

The Heraeus EHS Management System is regularly being reviewed, evaluated to identify opportunities for improvement, further developed, and adjusted accordingly, if necessary.

## Health & Safety

A primary corporate objective, as well as a social responsibility, is to maintain a high level of occupational safety and to protect, restore, and promote the health of employees. We aim to establish a safe and secure working environment for all employees, contractors, and visitors, with compliance to safety regulations being mandatory for all third parties working at Heraeus sites. This includes suppliers, temporary workers, service providers, contractors, and visitors.

Heraeus is dedicated to fostering a sustainable safety culture that prevents safety incidents. This involves ensuring that employees are trained in prescribed work processes and operating instructions and receive regular training. Additionally, it comprises fire protection measures and trainings on emergency preparedness. The Heraeus employees are expected to adhere to precautionary and protective measures to minimize workplace risks, like using personal protective equipment. Every individual has both the right and the responsibility to halt unsafe work, and consider machine safety, as well as workplace ergonomics. Unsafe conditions can and should be reported, and near misses are also recorded and analyzed to prevent potential accidents. Heraeus provides preventive health services and, if needed, psychosocial support in accordance with local conditions.

## Incidents and Accidents

Incidents and emergency situations are reported and analyzed for the environment as well as for health and safety.

Workplace accident prevention management is done via numerous methods which can be described in short in leading and lagging indicators such as recordable injuries, near misses, internal audits and assessments, trainings, risk assessments.

## Environment

Heraeus recognizes the relevance of Climate Change and the need for action. The Climate Policy confirms Heraeus' greenhouse gas mitigation contributions and climate change related activities. It includes Group-level reduction targets, decarbonization activities like increasing the use of renewable energies or energy efficiency measures, governance and integration into decision making, including the scope of the policy.

Air, water, and soil pollution as well as water management are part of the Heraeus reporting standards. Minimum requirements are defined in the Heraeus EHS Development Path.

## Handling Chemicals

The Heraeus EHS Development Path supports a responsible chemical management. The Substances of Very High Concern (SVHC) catalog is regularly monitored by Corporate EHS. The Operating Companies are informed about new SVHCs. Corporate EHS evaluates this for Heraeus chemical products whether they contain SVHCs. For articles this task is done by the Operating Companies.

It is the responsibility of the Operating Companies to substitute the SVHCs where reasonably possible. The definition of SVHC and the resulting substitution / minimization of use is carried out by the Operating Companies as part of their sustainability strategy with the support of Corporate EHS.

## Our commitment

Heraeus is committed to reduce harm to the environment where possible, and to protect the health and safety of our employees. It is our policy to seek continual improvement throughout our business operations to lessen our impact on the local and global environment by reducing the consumption of energy, water, and other natural resources, reducing waste generation, increasing recycling, and decreasing air and noise emissions. We are committed to a continuous improvement of our environmental performance and to a limited burden on the environment, via pollution prevention and meeting all environmental regulatory requirements. Wherever it is reasonably possible, Heraeus aims at reducing the use of toxic materials hazardous to the environment, employees, and public health.