

## 10 Health and Safety

Brytec promotes the **health, safety, and well-being** of its employees. Every company within the **Brytec Group** protects its employees from **work-related accidents and occupational illnesses**.

A **safe working environment** for all employees is ensured by the Brytec Group, taking into account **local legal requirements and regulations**. In addition, employees are supported in maintaining their **physical and mental health**.

All employees are encouraged to show **personal commitment** by consistently applying safety principles, **promoting, supporting, and leading by example**. Brytec continuously works on the **improvement of safety standards** and the development of **best practices** throughout the company.

Brytec complies with all **applicable local laws and regulations** in the countries in which it operates. At the same time, the company continuously advances its **own safety standards and guidelines**. Employees are encouraged to report **unsafe working conditions** to their supervisor.

### 10.1 Workplace Ergonomics

Ergonomics plays a crucial role in maintaining the **health and performance** of employees over the long term. Brytec provides its employees with **safe and health-promoting workplaces**.

- **Ergonomic workstations** ensure **optimal working conditions**.
- **Technical aids** make work easier and promote a **favorable ergonomic posture**.

## 10.2 Emergency Preparedness and Response

Brytec takes appropriate **measures to ensure workplace safety** in accordance with national regulations, and to prevent **emergencies, accidents, and health risks**. These include:

- **Emergency notification and evacuation procedures**
- **Emergency drills and training**
- **First aid training for employees**
- **Provision of first aid materials**
- **Sufficient fire alarm systems and firefighting equipment**
- **Adequate escape routes and emergency exits**

Brytec ensures compliance with all **local regulations** regarding occupational safety, health protection, building security, and fire protection, to minimize the risk of **workplace accidents and occupational illnesses**. All employees receive **regular safety training** to raise awareness and promote safe behavior.

## 10.3 Incident and Accident Management

Brytec ensures that **measures for emergency and incident response** are taken in accordance with applicable laws and regulations. These include:

- **Alerting and evacuating employees**
- **Using fire extinguishers in emergencies**

## 10.4 Personal Protective Equipment (PPE)

**Personal Protective Equipment (PPE)** is used to ensure employee safety and must meet legal requirements. Its purpose is to **protect employees from hazards** through technical or organizational safety measures, and to reduce the risk to an acceptable level.

- **Employees receive appropriate protective equipment whenever it is necessary and sensible.**
- **Brytec provides this free of charge** and ensures that the PPE functions properly and is hygienically sound.

## 10.5 Machine Safety

Brytec is committed to creating a **safe and legally compliant work environment** for its employees. The **safety of machines** is a top priority.

- Brytec ensures that **all machines and work equipment are regularly maintained and serviced preventively**.
- Equipment must be **equipped with suitable safety devices** to prevent injuries such as crushes, cuts, or burns.
- **Before using a machine**, all employees must receive **training on machine safety**. Only after this training are they permitted to operate the machines.

## 10.6 Handling of CBRN Hazards (Chemical, Biological, Radiological, and Nuclear Hazards)

Brytec protects its employees from **work-related chemical, biological, radiological, and nuclear (CBRN) hazards**. Technical, organizational, personal, and informational **safety measures** are implemented to minimize risks.

- If handling **potentially hazardous substances or processes is unavoidable**, Brytec applies the strictest **occupational health and safety standards**.
- All previously mentioned **safety and health measures** apply equally to the handling of **CBRN substances**.
- **Whenever possible, Brytec relies on less hazardous alternatives to reduce risk**.