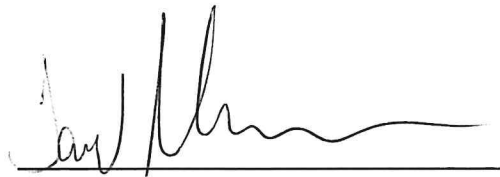


HEALTH, SAFETY AND ENVIRONMENT POLICY

We, at dormakaba, are committed to deliver services to our customers at the highest standards of Health, Safety and Environment. To achieve this, we have developed a comprehensive HSE Management System complying with the requirements of the ISO 45001:2018 and ISO 14001:2015 and committing to:

- Meeting regulatory, legislative and contractual requirements.
- Identifying Health, Safety and Environmental hazards/aspects arising from our activities and reducing risks and impacts to the lowest levels through comprehensive risk and environmental impact assessments.
- Preventing nonconformities and incidents.
- Promoting the prevention of injuries, ill health and environmental pollution.
- Protecting Environment, conserving and optimizing utilization of Energy (water, electricity and fuel) in our operating processes.
- Enforcing measures to prevent pollution.
- Maintaining a clean, safe and healthy work environment.
- Building Health, Safety and Environmental Awareness among employees and other interested parties through proper ongoing training and communication.
- Ensuring worker participation and consultation.
- Ensuring continual improvement of the systems in place.



Tarek MARAWAN, SENIOR VICE PRESIDENT