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# Occupational health and safety policy

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## Purpose of the document

The main purpose of the document is to regulate the rules regarding the OH&S management system.

## Scope of applicability

This policy applies to all staff, including staff, contractors and interns etc. working for, or under the control of, intive at the Regensburg location (Franz-Mayer-Strasse 5, 93053 Regensburg) where intive GmbH and intive automotive GmbH are based and all organizational and business processes applicable to this location. Likewise, this document applies to all systems, devices, and information that is processed within the OH&S scope.

## Description

Our employees are our greatest asset.

Therefore, we are committed to designing our workplaces and work equipment as well as our work processes in such a way that potential accident and health hazards are already excluded in advance.

Furthermore, we consult and involve our employees and their representatives in the OH&S management system, in the form of active participation in the implementation and the job safety analysis as well as the promotion of continuous improvement within the framework of our idea management.

Our employees and our managers are continuously further qualified and trained in order to actively work together with us to continuously improve occupational health and safety, eliminate hazards and minimize risks, and in this way achieve our vision of "0" accidents.

We set our goals and action plans to achieve these goals and communicate them throughout the company.

We commit ourselves to comply with the applicable binding obligations of occupational health and safety and to possibly even exceed this commitment as part of the continuous improvement process.

We record, analyze and communicate opportunities for improving occupational safety and incidents. For this purpose, we create corresponding action plans that are successively worked through.

We start and maintain relationships with suppliers and contractors under the condition that safety obligations are agreed upon and fulfilled.

We are committed to upholding this policy as top management and on behalf of all managers and employees.

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