

HSE-Policy

The employees of BioSpring GmbH are the most important foundation of the company. The health of our employees is a central concern for us. Through a suitable working environment, protective measures, and continuous safety training, we strive to eliminate self-endangerment and the endangerment of others.

Compliance with laws and regulations in the areas of safety, health, and the environment to protect employees and the environment is self-evident for BioSpring GmbH and is ensured through cooperation with the responsible authorities, such as the relevant government authority and the responsible professional association.

We strive to continuously reduce the environmental impact of our actions and preserve the natural habitat for future generations through careful management.

The Health, Safety & Environment (HSE) policy of BioSpring GmbH provides a clearly defined framework.

Our organizational structure and management systems ensure legal compliance, and provide our employees with a framework for orientation, while helping pursue the long-term HSE goals of BioSpring GmbH.

Continuous improvements aim to ensure the functionality of business processes and the efficient use of resources within the company. HSE and the specialist departments of BioSpring GmbH, led by the HSE Manager, review the implementation of the HSE policy. New relevant risks are to be identified, compliance with specific legal requirements checked, and improvement opportunities uncovered.

The reviews are to provide quantifiable, understandable, and quickly accessible data and information. The goal is to support decision-makers in the company in their planning, management, and control tasks in the HSE area.

HSE Principles

HSE principles are maxims of action for BioSpring GmbH. They fundamentally describe how the topics of environmental protection, health care, occupational, product, and process safety, are to be implemented together with our internal and external partners.

HSE as a Holistic Task

Health care, environmental protection, occupational, plant, process, and product safety are of high importance at BioSpring GmbH. Alongside our economic success, they are integral and equal parts of our business success. We systematically consider HSE concerns in our economic decisions. Implementing and adhering to HSE requirements is the task of everyone at BioSpring GmbH, from management to trainees.

Preventive Environmental Protection

Environmental protection is an anchor of our belief at BioSpring GmbH. We aim to continuously reduce adverse environmental impacts across our entire value chain. In the development of new products and processes, we ensure safe and environmentally friendly manufacturing, application, and disposal. Additionally, we continuously work to relieve pressure on the environment by using natural resources more efficiently, reducing emissions, saving energy, water, and other operating materials, and optimizing our transport processes. We follow the principle of avoiding waste before recycling and disposal. Residual materials that cannot be avoided or recycled are disposed of responsibly by BioSpring GmbH.

Preventive Occupational and Health Protection

We take occupational safety and preventive health protection along the entire value chain very seriously. Our managers are responsible for identifying, assessing, and eliminating potential safety and health hazards in the workplace. Where this is not possible, appropriate protective and qualification measures for our employees must be taken, and the correct handling of risks must be communicated. Guided by their supervisors and managers, our employees are also aware of their own responsibility for their health and safety in the workplace, understand the requirements of their tasks, and follow their supervisors' instructions. We aim to make health protection, occupational safety, and process safety a routine part of our daily work processes. The special commitment of all BioSpring employees is followed throughout the company and is the responsibility of each individual. We encourage every employee to continuously contribute their ideas and suggestions for improvement, creating an environment where everyone feels responsible for workplace safety and environmental protection.

Continuous Improvement

We aim to continuously improve corporate performance in the HSE area by setting concrete goals and evaluating the results achieved. Our managers are committed to establishing continuous improvement processes. Our management systems support us in this. We regularly review our business activities and assess the consequences for people and the environment. This allows us to recognize improvement opportunities and initiate appropriate measures. The goal is to use the best available technology at BioSpring GmbH as long as it is economically feasible.

Compliance with Legal Requirements

We comply with the respective national laws and regulations on HSE worldwide. Our managers are committed to applying systematic development processes that ensure compliance with all relevant safety and environmental regulations and contractually agreed customer requirements. According to BioSpring GmbH's understanding, responsible handling of the environment and the safety of our customers, employees, and residents should not be limited to just adequately fulfilling the corresponding laws. Where such regulations are lacking or are not demanded and controlled by local authorities, we apply our own HSE requirements. We instruct external companies and suppliers working for us to comply with the HSE requirements of BioSpring GmbH. We point out relevant aspects of environmental protection, health care, and occupational safety to our business partners.

Transparent Communication

Clearly formulated goals and expectations form the basis of trustful dealings with our partners and the open communication of our health protection, occupational safety, and environmental protection principles. We report openly and factually to all our partners through various media/communication channels - including employees, shareholders, business partners, authorities, and the public. In particular, we inform and advise our customers regarding the safe and environmentally friendly handling and disposal of our products.

Training and Motivation Employees

The behavior of our employees is crucial for the successful implementation of our measures and the achievement of our goals in the HSE area. To ensure that our employees act preventively and environmentally conscious, we systematically train, inform, and motivate them. We work together to identify and eliminate health, safety, and environmental risks in the workplace - each employee is encouraged to pay attention to possible HSE risks in their daily work and to report them if necessary. We actively involve our employees in the further development of our HSE principles and corresponding measures by encouraging them to proactively contribute ideas and suggestions for improvement.

Implementation of HSE Principles

Environmental Protection

BioSpring GmbH is committed to preventive environmental protection and the responsible handling of natural resources. We aim to use raw materials, energy, and water as efficiently as possible and actively minimize negative environmental impacts throughout the entire lifecycle of our products – from manufacturing to use to disposal. As part of a holistic approach, we also aim to actively involve upstream and downstream value creation processes in our environmental protection activities. We ensure environmental compatibility throughout the value chain. The selection of our raw materials and materials, as well as the further development of our processes, are designed to avoid or reduce negative environmental impacts as much as possible. During the implementation of structural, technical, and organizational measures, we consider environmental aspects already in the planning phase. We avoid the generation of residual materials. Where this is not yet fully possible, we recycle residual materials according to the principles of a circular economy, reduce waste as much as possible, and dispose of it in an environmentally friendly manner. We invest in environmental protection as part of future-oriented entrepreneurial action. Our business and production processes undergo a continuous improvement process, and we promote integrated, rather than additional, downstream environmental protection measures. We set measurable goals for environmental protection and support the achievement of these goals through appropriate management systems. We ensure through suitable measures that environmentally harmful events are avoided and – if they occur despite all reasonable efforts – are limited in the event of damage. Compliance with the applicable environmental regulations is seen as a minimum standard and is supplemented by our own requirements where necessary.

Energy

BioSpring GmbH aims to continuously make its energy consumption more efficient and to steadily increase the share of renewable energy forms. Innovative usage concepts and savings programs help us continuously improve specific energy consumption, including storage and office buildings – and processes, making a significant contribution to climate protection. For new buildings and renovations, we use sustainable construction methods and apply modern, energy-saving technologies wherever possible, regardless of ownership. Furthermore, we aim to implement energy-saving measures in storage, office areas, and production sites, as well as in production processes, to continuously reduce specific energy consumption.

Water

BioSpring GmbH aims to use water as consciously and sparingly as possible within its sphere of influence. To continuously reduce specific water consumption, BioSpring GmbH relies on holistic concepts and circular systems as well as innovative individual measures. Through continuous improvements in our production processes, transport, and storage procedures, we avoid the use and leakage of water-polluting substances as much as possible. We preventively and effectively protect natural water bodies in the immediate vicinity from impairments that could arise in connection with our business activities. Suitable and regularly reviewed emergency procedures ensure that increased concentrations and loads are avoided in the event of discharges into water bodies as far as possible. We ensure that when discharging water, no binding limit values are exceeded, and the ecosystem is not damaged. Where necessary, wastewater is treated before being discharged into surrounding water bodies.

Waste

In dealing with waste, BioSpring GmbH consciously follows the principle of avoidance before recycling before disposal. Therefore, we process and reuse raw, auxiliary, and operating materials as far as it makes sense. To ensure that waste generation is already avoided, innovative technical processes and environmentally friendly production planning are used wherever possible. We systematically optimize

processes to avoid waste. Where waste is unavoidable, we prioritize material and energy recovery over disposal. We systematically separate all production, storage, and office waste and feed it back into the recycling process as far as possible. Residual materials to be disposed of are disposed of properly.

Emissions

BioSpring GmbH aims to contribute to climate protection and significantly reduce its pollutant emissions wherever technically and economically feasible. In the development and application of production processes, the principle applies: avoid before cleaning, recycle before discharging. Exhaust air is cleaned according to generally accepted technical standards. Its discharge should be carried out in a way that allows for unrestricted removal to prevent even short-term exposure to people and the environment in the surrounding area. BioSpring GmbH aims to continuously reduce its specific carbon dioxide (CO₂) emissions. To achieve this goal, the energy efficiency of machines, plants, and processes is considered wherever possible, already during product development. For new buildings, expansions, and modernizations, we fundamentally examine the use of innovative, energy-saving lighting and supply concepts and rely on low-emission or renewable energy sources wherever possible. In connection with our production processes, other air pollutants besides CO₂ emissions may also arise. Here too, BioSpring GmbH works to reduce specific emissions through continuous improvement processes and avoidance strategies. BioSpring aims to keep potential noise pollution for employees and residents as low as possible, beyond merely complying with relevant limit values. In designing new plants and processes, we plan measures to avoid or reduce noise emissions as much as possible from the outset. Noise sources and levels are regularly measured and minimized wherever possible.

Raw Materials

Efficient use of raw materials is the basis for the environmentally friendly design of production processes at BioSpring GmbH. Therefore, we close material cycles wherever possible and continuously improve our material usage. We are constantly working to replace any remaining hazardous and/or environmentally harmful substances. In developing new products, we avoid using hazardous and/or environmentally harmful substances. Furthermore, we examine the possibility of using renewable raw materials.

Occupational Safety

BioSpring GmbH is particularly committed to the safety of its employees in the workplace. We are convinced that all accidents are preventable and that this can be achieved through preventive technical measures and above all through prudent behavior. We sensitize each employee to workplace safety and highlight the individual responsibility to comply with valid safety requirements. Every employee of BioSpring GmbH is personally committed to improving workplace safety. All employees are required to strictly adhere to their supervisors' regulations and instructions. They are also encouraged to take necessary precautions independently within their area of influence to protect themselves and their colleagues from potential workplace risks. This includes promptly reporting accidents and injuries, as well as unsafe procedures and conditions. To maintain and further develop our safety culture, we engage in an open dialogue about errors and opportunities for improvement. This is a crucial prerequisite for discussing and analyzing near-misses and preventing them. Safety and behavioral rules for workplaces or tasks are developed by process owners in collaboration with the employees assigned to the respective workplaces or tasks. They are implemented by employees and supervisors on a site-specific basis. To communicate, train, and effectively implement and comply with occupational safety rules, our supervisors regularly conduct employee training and briefings. Our safety requirements are already considered in the design of workplaces, workspaces, work processes, and traffic routes. If safety hazards are identified or reported in operation, targeted assistance and countermeasures are taken immediately. BioSpring GmbH has demanding occupational safety standards, which are also binding for suppliers and business partners operating on our premises. We comply with the applicable occupational safety regulations and supplement them with our requirements if necessary.

Health Protection

BioSpring GmbH is committed to the well-being of employees and their personal development. "Utmost care for safety" also means "preventive health protection and health care" for us. We are aware that the company can only achieve this goal through joint responsibility with our employees. The company and its managers can only reach this goal if each employee is aware of their responsibility for their own health and values it. To adequately support employees in this regard, we encourage them to understand the health-related requirements of their activities and to communicate limitations appropriately, so the company can determine if creating a suitable environment is necessary; to report changes in health status that could affect the health requirements of the workplace, and to live health-consciously. All those responsible are encouraged to create and promote the necessary conditions and attitudes to live by these health principles as an integral part of the management system. There should be no contradictions to local health and safety rules, labor laws, and privacy protection laws. BioSpring GmbH takes health protection and health care seriously. Our managers are responsible for systematically identifying potential health hazards in the workplace and eliminating identified health hazards with the utmost care. Where this is not possible, they are responsible for taking appropriate protective measures and/or creating a suitable environment; assessing and communicating the specific health requirements of workplaces; ensuring that required physical abilities and employee qualifications match the tasks undertaken and creating an atmosphere of trust for dealing with employees' health concerns. Despite all efforts by the company, illnesses among employees cannot be prevented. Part of our responsibility is to create an appropriate and suitable environment where it is necessary to enable employees to perform their tasks when returning to work after an illness. The products manufactured by BioSpring GmbH can be safely utilized, disposed of, or harmlessly decomposed in the environment after use. In designing new or further developing existing products, we take appropriate measures to minimize the risk of health damage to our employees and customers. The products and the raw, auxiliary, and operating materials required for their manufacture are constantly examined for their risk potential, and preventive measures are taken to avoid negative impacts or to limit them. Customers, sales partners, and carriers are adequately informed by BioSpring GmbH on how to handle products safely, store and transport them securely, use them safely, and dispose of them.

Identified or potentially relevant hazards recognized by employees, customers, or authorities arising from handling a product – even in combination with another product – must be reported immediately to the departments responsible. These departments analyze and assess the identified and potential risks and take appropriate countermeasures. If and to the extent necessary to protect health and the environment, BioSpring GmbH restricts the marketing of products. In such cases, the goal is to develop acceptable alternatives or cease production entirely.

Process Safety

The safe, reliable, and trouble-free operation of our facilities and processes is a prerequisite for the health and well-being of our employees and neighbors. We strive to continuously improve the reliability of our facilities and processes by using appropriate machines and methods according to the state of the art. BioSpring GmbH carefully plans its facilities and processes, evaluates the hazard potentials associated with each facility for people and the environment, develops appropriate safety concepts from this, and reviews their implementation. Existing facilities are adapted to technical progress where it makes sense and is possible. Before commissioning new facilities and making changes to existing facilities, qualified experts conduct safety inspections. Additionally, our machines, plants, and processes are regularly maintained and serviced. To avoid operational disruptions and accidents, we thoroughly instruct our employees in handling machines, plants, and processes and conduct regular training. All facilities must be used according to their intended purpose; violations and improper operations by individual employees are not tolerated by the supervising managers and colleagues. If disruptions or accidents occur, they are thoroughly investigated, and appropriate countermeasures are taken. The plant safety at BioSpring GmbH is continuously developed further. We encourage every employee to actively participate in this process with their ideas and suggestions. Where necessary, BioSpring GmbH develops detailed hazard prevention plans for its machines, plants, and processes. The measures contained in these plans are regularly practiced with our employees in case of alarm or danger.