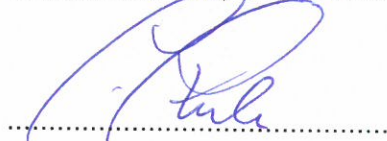


Safety and health are integral elements of our company and provide an important contribution to the success of the company

1. Health is our greatest asset. Healthy employees are an essential requirement for the performance and thus the economic success of our company and for securing jobs. Protecting the health of employees at work, accident prevention and plant safety are therefore fundamental goals of our company. In this, we want to improve steadily and hold the high level.
2. At all times, all managerial personnel and employees are obliged to comply with the statutory provisions and the operational requirements for occupational safety, to protect their own health and the health of the other employees, and consequently to monitor all operational activities so that personal injury and property damage, as well as work-related illnesses and adverse effects on the company environment, are prevented. This includes, in particular, eliminating hazards and minimizing risks as well as proactively seizing opportunities in the sense of continuous improvement. Company management is ready to provide the necessary resources to do this.
3. Anyone who recklessly, knowingly, or even intentionally violates these principles and thus adversely affects his own health and performance or that of other employees, or endangers anyone in our company, adversely impacts the performance and reputation of the company and will be held accountable.
4. Specialists, delegates as well as employees and their representatives are involved in the processes. In principle, all employees are expressly encouraged to make suggestions in regards to accident and damage prevention and in regards to the improvement of health care and health protection at work; corporate management will take up and acknowledge the suggestions.

Schwäbisch Hall, 12.02.2019



Dr. Jürgen Kuske
Chief Financial Officer