

Health & safety at work

Luana EnergyBalance

We take responsibility for the health and safety of our employees every day. We do a lot to protect our staff from accidents and work-related illnesses. We focus on preventative measures to ensure that health problems do not occur in the first place. Our approach is to prevent accidents and promote safety. We want to promote the health of our employees and maintain their performance in the long term. An all-round safe workplace is crucial for this. That is why we are constantly working to strengthen our health and safety culture and are also planning to **introduce our new program: Luana EnergyBalance.** ■

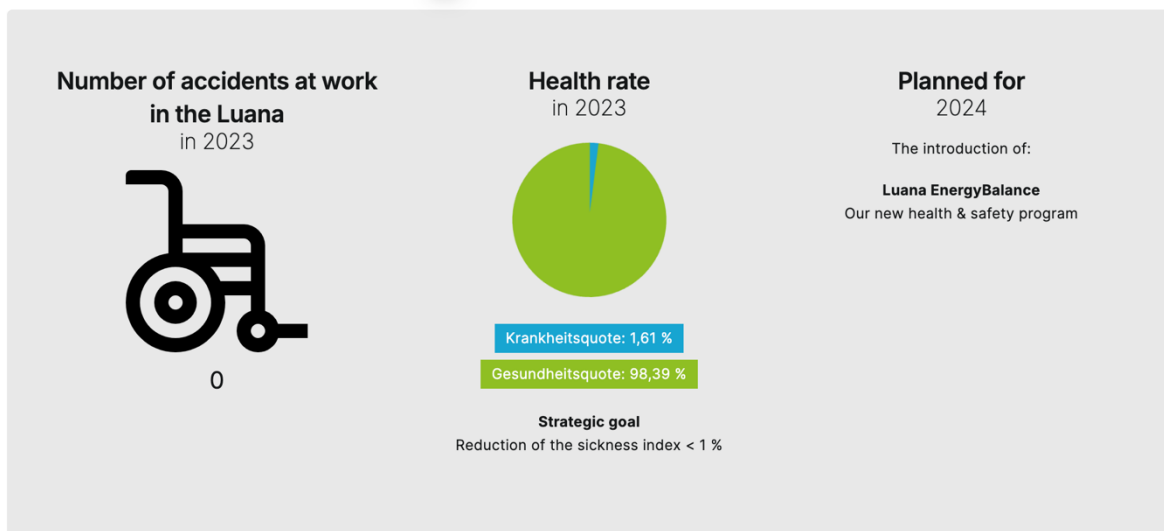






Image above: "Health-related company data of Luana AG for the period 11.-31.12.2023" © Luana AG, 2024

Well-organized occupational health and safety is becoming an increasingly important competitive factor. Productivity and quality depend on the health and motivation of the people who work in the company. In the area of conflict between customer requirements and legal obligations, operational processes can only run smoothly if occupational health and safety is taken into account in a practical manner. For us, systematic occupational health and safety and effective occupational health and safety management systems (AMS) mean planning safety and health protection in a targeted manner, organizing it systematically and implementing it consistently as a management task. To this end, we regularly review the effectiveness of occupational health and safety management in order to continuously improve our health and safety measures. This enables us to optimize smooth operational processes. This increases performance (e.g. by minimizing downtime and preventing accidents) and motivates our employees. We take these **preventive measures** very seriously and have them **checked regularly** (e.g. **by the employers' liability insurance associations**). For new projects, we coordinate all occupational health and safety measures with the employers' liability insurance associations and **oblige and monitor our partner companies** to implement these measures.

In the area of occupational health and safety, we continuously train our employees and train them in new safety systems. We also have our first aiders trained and educated on a regular basis. Our **health and safety officer for the areas of fire protection, safety and data protection** is our esteemed colleague Henning Musche. We use the Personio tool as a **data collection system** for our health data.

Our fire protection, security and data protection officer



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Fire safety officer certificate

Our goal:

We have set ourselves the goal of reducing the health rate from the current 1.6 percent to a maximum of 1.5 percent—ideally to below 1 percent.

Our measures to achieve our goal:

- Creation of a formal health policy
- Defining a team for the program (structure and responsibilities)
- Definition of measures to achieve the objectives
- Training of managers and employees in the area of “Human Resources”
- Introduction of “Luana EnergyBalance” incl. information campaign for all employees