

RESPONSIBILITY

**Sartorius' Position
on Workplace Health and Safety**

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1. Health and safety in the corporate strategy

Our employees' safety is our responsibility. The health of our employees is also important to us as a company, which is why we offer support in maintaining good health. Our standards comply with current laws, and in many areas go beyond them. Internationally recognized labor and social standards – such as the UN Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the International Labour Organization's (ILO) Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy – are the foundation of our approach.

Sartorius' position on workplace health and safety is binding on all the companies and sites of the Sartorius Group. It has been communicated to all our employees via the intranet, and supports us in identifying and addressing risks in the workplace.

The management of Sartorius is accountable for the implementation of the position. The Executive Board sets goals on the basis of the fundamental principles and core topics in the company's position paper.

2. Fundamental principles of our position on workplace health and safety

Safety comes first

Observance of occupational health and safety always has priority over short-term economic considerations.

Compliance

The requirements of occupational health and safety are taken into account in all operating activities. Regular audits ensure our compliance with statutory regulations and requirements throughout the Group. If a country's laws prescribe no requirements or less stringent requirements, action plans are developed to close the gap step by step.

Transparency, dialog and ongoing improvement

We pursue an open dialog with our employees and business partners as well as with governmental institutions and involve them in the development of our occupational health and safety. Regular internal and external audits support the continuous further development of safety standards at our production sites.

Employees/trainings

We pursue a preventative approach to occupational health and safety. We help raise our employees and business partners' awareness of possible dangers through hazard identification and risk assessment of work processes and workplaces, and as a result minimize risks. Our employees complete mandatory courses tailored to their workplace as well as training on occupational health and safety topics.

Inclusion of the value creation chain

We work together with customers, suppliers, and business partners to foster compliance with this policy. We expect our suppliers to implement the principles set down in our Code of Conduct for Suppliers.

3. Core topics in our position on workplace health and safety

Sartorius has defined core topics with respect to occupational health and safety. These are topics of particular importance for our daily business and our stakeholders. We have separate internal regulations and procedures for these core topics.

Safety in research & development and in applications

Activities that are high risk as a result of the use of chemicals and biological agents take place in the areas of research & development and applications. These place particular demands on risk and safety management, and Sartorius addresses them accordingly.

Hazardous materials

Risks to health exist particularly in the production and cutting to size of membranes due to the use of hazardous materials. Sartorius has therefore introduced a hazardous materials management system that allows it to choose the chemicals to be used in the Group.

Ergonomics

Ergonomic equipment and an ergonomic working environment in laboratory, production, and administrative areas help reduce work-related accidents and work-related health complaints such as back problems. Sartorius places considerable emphasis on this aspect of occupational health and safety and particularly takes it into account in all new buildings and renovations.

Mental health

Job satisfaction and the ability to achieve a work-life balance promote good mental health. Sartorius assigns its employees demanding tasks and grants them leeway to arrange their daily work. Differing needs and life circumstances are taken into account through options for employees to structure their employment flexibly.

Customer safety

Sartorius products meet the applicable safety regulations. We see it as our job to point out to our customers any possible risks from handling our products. This includes providing detailed safety data sheets and, when necessary, professional product training.