

## **Environmental, Health, and Safety Policy – EHS-GLO-101**

Dematic is committed to conducting its global business in a responsible manner that promotes environmental stewardship and protects the health and safety of our employees.

### **Objective**

The objective of this policy is to ensure that Environmental, Health, and Safety (EHS) is a priority throughout Dematic and that EHS is integrated into every Business Unit and functions throughout the company. Dematic's EHS management system is supported by Dematic's Global Leadership Team and driven by all local management teams.

### **Policy Principles**

Dematic is committed to operating in accordance with the following principles while conducting its business.

- Establish and maintain a strong and sustainable EHS culture.
- Comply with all applicable environmental, health, and safety laws and regulations.
- Strive to implement high-level standards of EHS for all its employees and all those affected by its business activities.
- Provide a safe working environment by identifying, eliminating, or reducing risks to an acceptable level using a recognized risk management approach.
- Provide EHS training and information to its employees to enable them to perform their roles safely.
- Involve and engage Dematic employees through participation and consultation in the development and improvement of the EHS management system.
- Continual improvement of the environmental management system and of the health and safety management system to enhance EHS performance.
- Consider the environmental, health, and safety aspects and impacts in the course of developing new products or processes.
- When selecting production materials and implementing production processes, strive for effective utilization of raw materials, efficient use of natural resources, and reusable or recyclable materials where possible.
- Show sensitivity to community and other interested parties regarding environmental, health, and safety concerns.
- Conduct the business with a commitment to pollution prevention in all facets of the operation.

## Responsibility

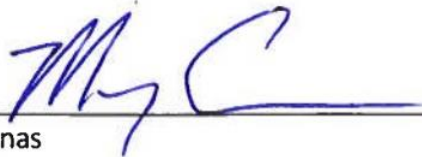
Management at each Dematic location has the responsibility to implement these principles and other required elements of the EHS Management System. Each Dematic employee is expected to understand and follow EHS procedures and practices associated with their jobs. All employees have a duty to act in an environmentally responsible and safe manner and to report to their supervisor any EHS issues or concerns.

The cooperation and engagement of all Dematic employees are essential for protecting the health and safety of all Dematic stakeholders.



Michael Jerogin  
SVP & Managing Director APAC & EMEA

19/2/24  
Date



Meraj Anas  
SVP Global & Execution & Sustainability

21/2/2024  
Date



Michael Larsson  
Executive Board

07-Mar-2024  
Date