



**As a globally active company in the fields of construction, agriculture and food, as well as energy, BayWa has a particular responsibility towards worldwide and long-term challenges. To live up to this social responsibility, we protect the environment, human health and conserve natural resources. We reconcile economic, environmental and social requirements.**

As an **employer** BayWa cares about the well-being of all employees and everyone involved in our business activities. We are committed to maintaining the quality of our protective measures through ongoing monitoring and awareness-raising activities.

#### **Responsibilities**

The strategic and overarching responsibility for the topics of environment, health and safety lies with the Board of Management of BayWa. The respective managing directors and managers in the group companies implement the requirements of the EH&S Guideline in cooperation with their EH&S managers.

#### **Compliance**

BayWa complies with all relevant legal and other requirements relating to environmental protection, as well as health and safety.

#### **Risk Management**

BayWa identifies, manages and monitors risks with the aim of reducing them as far as reasonably possible in accordance with the hierarchy of measures.

#### **Accident Investigation and Reporting**

BayWa investigates accidents, takes action and makes improvements where necessary. Any incidents are reported in accordance with the internally defined reporting chain. The circumstances and consequences are clarified and listed in the incident list. The incident list is used to identify hazard hotspots and determine additional actions to prevent such incidents in the future.

#### **Review / Audit**

BayWa regularly reviews and evaluates its environmental, health and safety performance. An internal EH&S audit is conducted annually at each site. Through continuous process monitoring, we ensure that we identify causes early enough to take corrective action at an early stage.

#### **Contractors**

BayWa selects competent service providers and partners who have the appropriate experience, skills and knowledge. We involve our partners as early as possible in the planning of projects to ensure that they understand and comply with our environmental, health and safety requirements.

Our **employees** are the experts for their respective work and know the hazards best themselves in their daily work. Therefore, we actively involve them in identifying and minimising health, safety and environmental risks and pro-actively encourage them to proactively contribute ideas and suggestions for improvements.

#### **Responsibilities**

All employees are aware of their individual responsibilities with regard to safety, health and the environment. This includes complying with relevant policies and guidelines, and actively participating in designing environmental, health and safety policies.

#### **Competence and Training**

BayWa provides each employee with the proper instruction, information and qualifications for the job and each piece of work equipment required for the task before they are entrusted with that task. The instruction is repeated and documented at least once a year and whenever there is a change of activity or when new work equipment is introduced.

#### **Occupational Health Services**

BayWa designs all workplaces in accordance with all ergonomic aspects. In addition, health-promoting measures are offered on the topics of mindfulness, burnout prevention, nutrition, sports and ergonomics. In order to ensure that employees are physically and mentally fit for their work, medical examinations are carried out for certain activities.

#### **Consultation**

BayWa consults employees on all issues relating to the environment, health and safety in the workplace. The involvement and support of all employees in their safety and in the safety of others is constructively encouraged through regular discussions with employees at all levels.

#### **Personal Protective Equipment**

BayWa provides appropriate and sufficient personal protective equipment (PPE) for the specific tasks. The PPE provided is used and stored according to instructions.

