

## **LANCO Group GmbH**

### **Occupational Health and Safety Management System Policy**

LANCO is committed to promoting a workplace culture that prioritizes occupational health and safety (OHS) for all employees. We have implemented an Occupational Health and Safety Management System (OHSMS) aligned with the ISO 45001:2018 standard to achieve this commitment.

#### **Our Objectives:**

**Enriching the OHS Culture:** By continuously monitoring and evaluating the efficiency and effectiveness of OHS processes, optimizing resource utilization, and promptly addressing legal and other requirements, we aim to foster a deep-rooted OHS culture throughout the organization.

**Safe Operating Environment:** We strive to maintain a protected and functioning operating environment by analyzing each process in terms of its impact on OHS, effectively minimizing or eliminating the risk of occupational injuries and diseases.

#### **Our Commitment:**

**CEO's Responsibility:** The CEO is fully committed to ensuring the implementation, support, and continuous improvement of the OHSMS objectives.

**Employee Engagement:** All employees bear responsibility for supporting and implementing the OHSMS objectives.

**OHSMS Manager and Process Manager Oversight:** The OHSMS Manager and OHSMS Process Managers are delegated with the

responsibility to monitor the implementation of the OHSMS and report on its operational status or areas requiring improvement.

**Full OHSMS Responsibility:** The CEO holds ultimate responsibility for the implementation, development, and continuous improvement of the OHSMS.

**Policy Communication and Consultation:**

**Policy Dissemination:** The OHSMS policy and objectives are effectively communicated to all personnel working under the organization's control.

**Employee Involvement:** Employees are actively involved and consulted throughout the development and implementation of the OHSMS.

**Workers' Representation:** Workers' representatives are consulted on all occupational health and safety matters.

**Policy Review and Improvement:**

**Policy Availability:** This policy statement is readily accessible to all employees and interested parties upon request.

**Review Frequency:** The OHSMS policy is reviewed periodically to ensure its continued relevance and alignment with the organization's objectives.

**Disciplinary Action:** Non-compliance with the OHSMS may be subject to disciplinary action.

**Continuous Improvement:** The OHSMS is continuously evaluated and improved, adhering to an annual review cycle or more frequent updates as needed.

Date of last review: January 2024

Nicolas Abé



LANCO Group GmbH, CEO