

HEALTH AND SAFETY REQUIREMENTS

Recom Technologies conducts business in accordance with applicable health and safety requirements and strives for continuous improvement in its health and safety policies and procedures. With many of our employees working in factories and production facilities where health and safety is critically important, we take a proactive approach to preventing accidents, eliminating risks and promoting safe behaviors.

Health well-being

Healthcare provision varies a lot across the countries in which we operate, especially across emerging markets. Where there are gaps, we seek to put in place good level healthcare for local employees and their families.

Mental well-being

To tackle mental health challenges – including stress and poor-quality sleep – we provide guidance and advice to employees through online content and promoting taking active breaks. With homeworking now well-established, we have now formalized a hybrid, flexible working policy in all markets and introduced programs encouraging homeworkers to take breaks or practice mindfulness.

Prevention of occupational accidents

Recom Technologies is committed to pursue a strategic approach to prevent accidents.

- Technical protective measures: Equipment is protected by protective grids and protective housings. Employee exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled. When hazards cannot be adequately controlled, employees shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge.
- Regular controls of firefighting equipment, lifting equipment, forklifts, machines and other devices that might pose a risk when malfunctioning. Completed checks shall be documented and/or equipment marked with a check date.
- Organizational measures: The footpaths as well as danger zones on the entire company premises and in the buildings of Recom Technologies are consistently designed and marked. Access restrictions are assigned according to uniform standards and criteria based on necessity. Working hours are restricted in the event of increased exposure to force, noise or hazardous substances.
- Personal protective equipment for accident-critical workplaces: Safety equipment is continuously improved and adapted, such as cut-resistant gloves to prevent cuts or safety shoes to prevent foot injuries, wrist bandages, safety glasses, monitor glasses. Hearing protection is adapted in noise areas such as processing machines. Operating instructions and briefings are constantly being expanded.

Emergency Preparedness

Potential emergency situations and events shall be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills.

Accident and Incident Management

If, despite all measures, occupational accidents or other incidents occur, names and telephone numbers of employees who are active in the voluntary rescue service and first aiders are posted at the first aid stations. These are regularly trained in refresher courses.

Accidents and incidents are to be reported immediately, but no later than the following working day, to the direct superior and are to be documented as internal accident and incident. This applies in particular to accidents at work that result in an employee or third party being unable to work. The accident report must contain the circumstances of the accident, the consequences of the accident, the cause of the accident and the measures planned to prevent similar accidents in the future.

Every reported accident and every incident shall be evaluated and investigated by the safety specialist in cooperation with the occupational health service and the persons responsible for the workplace.

RECOM TECHNOLOGIES
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