



Elmos ESG Policies

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| Section: | Environment |
| Chapter: | Environmental management |
| Policy: | Management of hazardous substances |
| Coverage: | Main location in Dortmund (Germany) ¹ |
| Supported UN SDGs: |      |
| Addressed GRI Standards: | 301, 303, 306, 403 |

Hazardous substances are substances or mixtures that can have a harmful effect on people and the environment during production or use. Our aim is to prevent such hazards or burdens to people and the environment as far as possible.

The safe handling of hazardous substances is therefore an elementary component of our ISO 45001-certified occupational health and safety management system and our ISO 14001-certified environmental management system. In addition, we have adopted a procedural instruction that regulates the labeling, handling and transportation of hazardous substances – both for Elmos employees and for employees of third-party companies who work on our premises.

In detail, the procedural instruction cover the following topics:

- Implementation of general protective measures
- Carrying out risk assessments
- Clearance of hazardous substances
- Carrying out activities with hazardous substances
- Instruction and training of employees
- Arranging and offering preventive occupational health care

The responsibility for implementing these tasks lies with the respective departments. Support is provided by the safety specialist, the environmental protection representatives and the company doctor.

Safety data sheets, a hazardous substance register as well as operating and work instructions are used to inform employees. The safety of our employees when handling hazardous substances is ensured by technical, organizational and personal protective measures and equipment. For occupational health and safety reasons, the handling of hazardous substances by expectant and nursing mothers and by young people under the age of 18² is severely restricted. Hazardous substances are stored under lock and key in approved cabinets, containers or storage rooms.

Employees who carry out activities involving hazardous substances are instructed on the possible hazards and the safe performance of the relevant activities at the workplace before their employment and at least once a year thereafter.

¹ This is the only own production site of the Elmos Group worldwide.

² Elmos does not employ minors, i.e. anyone under the age of 18 (as of December 31, 2024).

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| ESG policies | Environmental protection and management Occupational health and safety |
| ESG KPIs | Hazardous waste |
| Certificates | Environmental Management System Certificate ISO 14001:2015 Occupational Health and Safety Management System Certificate ISO 45001:2018 |
| Accompanying documents | ELV, RoHS, REACH, and “Rare Earths” Statement Occupational Health and Safety, Environmental Protection, and Energy Policy (German only) |
