



Elmos Semiconductor SE ESG Policies

Section:	Social
Chapter:	Employees and working conditions
Policy:	Occupational health and safety
Coverage:	Elmos Group
Supported UN SDGs:	     
Addressed GRI standards:	403, 404

Elmos takes great pride in being able to offer its employees attractive and safe workplaces at all locations around the world. We set the highest standards in terms of occupational health and safety, which is why the Elmos occupational health and safety management system at the headquarters in Dortmund, Germany, has been certified according to the strict requirements of ISO 45001 since 2019.

Continuous improvement and promotion of occupational health and safety, as well as compliance with corresponding standards and guidelines, are core objectives in our Health & Safety (H&S) Strategy. Frequent successful participation in occupational health and safety training is compulsory for all employees.

Depending on the area in which they work, all employees receive comprehensive personal protective equipment, such as gloves, protective suits, protective goggles, ear defenders, and dust masks, free of charge. The occupational health and safety officer coordinates all occupational health and safety activities and reports directly to the responsible member of the Management Board. In addition, specially trained employees are responsible for compliance with all relevant legal requirements and standards, and for the continuous improvement of occupational health and safety in their area. This applies particularly to areas that tend to be exposed to a higher level of risk, such as safety officers, explosion protection officers, hazardous materials officers, radiation protection officers, laser protection officers, or fire prevention officers.

Elmos occupational health and safety standards are defined in the Elmos Semiconductor SE “Occupational Health and Safety, Environmental Protection, and Energy Policy”, which applies globally to all locations. The goals of improving occupational health and safety, and the level of achievement, are regularly evaluated in Management Board reviews and adjusted if necessary.

ESG KPIs	Accidents at work
Certificates	Occupational Health and Safety Management System Certificate ISO 45001:2018
Accompanying documents	Elmos Occupational Health and Safety, Environmental Protection, and Energy Policy (German only)