

NORMA Group is committed to providing a safe and healthy working environment for all employees, interested parties, and other stakeholders affected by its operations. Our primary goal is to prevent work-related injuries and illnesses.

We are dedicated to ensuring compliance with legal requirements, industry standards, and other applicable obligations. This is achieved through the active involvement of our employees and continuous improvement activities. These efforts will support our objective of maintaining and continually improving an effective Health & Safety Management System that fosters a safe and healthy workplace.

To achieve this, we will:

- Continually build and develop a "Safety First" culture;
- Comply with all relevant Health and Safety (OHS) legal and other requirements;
- Identify, control, minimize, and where possible, eliminate OHS risks and hazards;
- Invest in our people, equipment, and machinery to ensure safe and efficient processes and work environments;
- Promote and encourage a healthy lifestyle among our employees;
- Actively involve participation of workers, including representatives, in all relevant activities.

Our Health & Safety Policy is available to all Interested Parties on request.

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**Dr. Daniel Heymann**  
Chief Operating Officer

A blue ink signature of Thomas Gutbier, featuring a stylized 'T' and 'G'.

**Thomas Gutbier**  
Vice President Quality & EHS

*Dated: 14 March 2025*