OHS-PL-001-EN

Health and Safety Policy

BRUGG KABEL SERVICES AG
BRUGG KABEL AG
BRUGG KABEL MANUFACTURING AG

CEO Message

At Brugg Cables, the health and safety of our people is one of our fundamental responsibilities and a priority in everything we do.
I firmly believe that safety is an integral part of our work. Every activity, whether in our production facilities, laboratories, offices or at our customers' sites, must be planned and carried out with safety in mind. There is no such thing as a job properly done if it has not been done safely. This is how I believe we should approach our daily work, at every level of the organization.

This principle also defines the responsibilities of our management. Every manager is accountable for ensuring that activities within their area are properly organized, risks are assessed and appropriate preventive measures are in place. Safety must be considered from the beginning, when decisions are made and work is planned, and throughout its execution.

At the same time, everyone at Brugg Cables has a responsibility to contribute to a safe working environment. I expect our people to follow established procedures, remain attentive to potential risks and speak openly whenever they identify an unsafe situation. We must encourage this attitude and ensure that concerns are taken seriously and addressed without delay.

We are committed to preventing work-related injuries and ill health, providing safe working conditions and continuously improving our performance. Incidents, near misses and unsafe conditions must be properly investigated and used to improve the way we operate.

As CEO, I am committed to ensuring that our people have the necessary resources, competencies and support to work safely. I expect the same commitment from all our managers.

Production requirements, delivery deadlines and financial objectives must always be managed consistently with our safety responsibilities. We cannot consider an activity successful if achieving its objectives has required putting people's health or safety at risk.

I believe that making safety an integral part of our daily work is essential to being a reliable, responsible and successful industrial company.

Sincerely,

Gianluca Vettese

Brugg Cables CEO

Content

CEO Message 2

1. Introduction & Purpose 4

2. Scope & Applicability 4

3. Policy Statement & Commitments 5

3.1. Health: preventing ill health and promoting well-being 5

3.2. Safety: preventing injuries and controlling risks 5

3.3. Leadership, competence, and participation 6

3.4. Contractors and external parties 7

3.5. Emergency preparedness, incident reporting and learning 7

3.6. Compliance and continual improvement 7

1. Introduction & Purpose

At Brugg Cables Group, protecting people is a fundamental priority and an integral part of responsible business management. Our activities, from engineering and manufacturing to testing, maintenance, installation, commissioning and field service, involve occupational health and safety risks that require systematic prevention, effective controls and active participation.

This Policy establishes the Group's commitments to preventing work-related injuries and ill health, controlling occupational risks, providing safe working conditions, promoting health and well-being, and continually improving Health & Safety performance. It sets a common direction for the Group and supports the development and continual improvement of our occupational health and safety management system in line with ISO 45001 and applicable legal requirements.

We promote a preventive culture in which risks are addressed before harm occurs, leaders demonstrate commitment, people are encouraged to raise concerns, and lessons learned are used to improve the way we work.

2. Scope & Applicability

This Policy applies to all companies, locations and operations within Brugg Cables Group. It covers activities under the Group's operational control, including engineering, manufacturing, laboratory and testing activities, maintenance, warehousing, logistics, project work, installation, commissioning and field service.

This Policy applies to all employees, regardless of role or employment status, and defines Health & Safety expectations for managers, supervisors and all persons acting on behalf of Brugg Cables Group. Contractors, subcontractors, agency workers, service providers and other external parties working for, at or with the Group are required to comply with the Health & Safety requirements applicable to their activities.

The Policy covers the promotion of health and well-being and the prevention and control of occupational health and safety risks. It addresses working conditions, ergonomic and psychosocial factors, occupational exposures, electrical hazards and high-voltage testing, machinery and hazardous energy, the handling of cable drums and other heavy materials, and activities at customer premises and project sites.

All Group companies implement this Policy in accordance with their operational context, identified risks and applicable legal and other requirements. Where local legislation or other binding requirements impose stricter obligations, those requirements apply. Nothing in this Policy limits or replaces applicable legal obligations.

3. Policy Statement & Commitments

Brugg Cables Group is committed to protecting people through the prevention of work-related injuries and ill health, the control of occupational risks, the promotion of health and well-being, and the continual improvement of Health & Safety performance.

3.1. Health: preventing ill health and promoting well-being

We protect employees from work-related health risks and promote working conditions that support physical and psychological well-being. We commit to:

- **Preventing occupational ill health:** identify, assess and control exposure to harmful substances, dust, fumes, noise, vibration, heat and other occupational health hazards.
- **Promoting health and well-being:** foster health awareness and encourage healthy lifestyle choices, including physical activity, balanced nutrition and smoking prevention.
- **Providing healthy working conditions:** address ergonomics, physical workload, fatigue, recovery and psychosocial factors in the organisation and design of work.
- **Supporting prevention and early reporting:** provide relevant health information and encourage the timely reporting of work-related health concerns, symptoms and potential exposures.
- **Protecting physical and psychological health:** promote respectful working environments and address work-related factors that can negatively affect people's health and well-being.

Health promotion complements the prevention and control of occupational health risks and forms part of our broader commitment to a healthy workplace.

3.2. Safety: preventing injuries and controlling risks

We are committed to preventing work-related injuries, dangerous occurrences and unsafe conditions. We identify hazards, assess risks and implement effective controls before work begins and whenever changes introduce new risks.

We apply the hierarchy of controls, prioritising the elimination of hazards and the reduction of risks at their source before relying on administrative measures and personal protective equipment. Particular attention is given to:

- **Electrical safety and high-voltage activities:** control electrical risks associated with equipment, testing, maintenance and work on or near electrical installations.
- **Machinery and hazardous energy:** prevent injuries from moving machinery, unexpected start-up and the uncontrolled release of stored energy.
- **Lifting and material handling:** control risks associated with cable drums, heavy materials, transport, lifting equipment and manual handling.
- **Installation, commissioning and field service:** assess and manage risks at customer premises, construction sites and other locations outside Group facilities.
- **Other hazardous activities:** ensure that work involving significant risks is planned, controlled and performed by competent personnel using suitable equipment and protective measures.

Work must not proceed when risks cannot be adequately controlled. Every person is expected to raise safety concerns and to stop or pause work when conditions present an uncontrolled risk of harm.

3.3. Leadership, competence, and participation

Management at all levels is accountable for integrating Health & Safety into business decisions, work planning and operational management. The Group provides the direction, resources and organisational framework necessary to fulfil this Policy.
Employees receive the information, instruction, training and supervision required for their work. We consult and involve workers and their representatives in Health & Safety matters, encourage open communication and promote a culture in which hazards, near misses and concerns are reported and addressed.
QHSE representatives participate in daily shop-floor meetings at shift handovers to maintain a strong focus on safety, discuss relevant risks and preventive measures, share lessons learned, and encourage employees to raise concerns and contribute improvement suggestions. These regular interactions reinforce safety awareness, strengthen individual and collective responsibility, and support the continual improvement of safe working practices.

Through our **“Safety First. Drive to Zero.”** initiative, we encourage the proactive reporting of Near Misses, Safety Saves and Safety Feedback. We use relevant reports to identify hazards, learn from experience, define improvement actions and follow up their implementation. Reporting and recognition focus on the quality and preventive value of contributions, not simply their quantity.

Every person working for or on behalf of the Group is expected to comply with applicable Health & Safety requirements, use equipment and protective measures correctly, take reasonable care of their own health and safety and that of others, and report unsafe conditions promptly.

3.4. Contractors and external parties

We require contractors, subcontractors, service providers and other external parties to comply with applicable legal requirements and the Health & Safety rules governing their activities for or with Brugg Cables Group.
We communicate relevant hazards and site requirements, coordinate work activities and address risks arising from interactions between employees, external parties, equipment and operations. Work performed by external parties is managed to protect everyone who may be affected.

3.5. Emergency preparedness, incident reporting and learning

We maintain emergency preparedness and response arrangements based on the risks associated with our activities. Relevant personnel are informed of their responsibilities and the actions required in an emergency.
Hazards, near misses, incidents, injuries and work-related health concerns are reported and assessed. Incidents and relevant reports are reviewed to identify causes and preventive opportunities. Corrective actions are assigned and followed up, and lessons learned are shared to prevent recurrence and strengthen Health & Safety controls.

3.6. Compliance and continual improvement

We comply with applicable Health & Safety legislation, regulatory requirements and other binding obligations. We establish Health & Safety objectives, monitor performance and review the effectiveness of our prevention and health promotion activities.
We use findings from risk assessments, incident investigations, inspections, audits, training, worker feedback and safety reporting to identify improvement opportunities and strengthen our management system.
This Policy is communicated to employees and relevant external parties, made available to interested parties and reviewed periodically to ensure its continuing suitability and effectiveness.

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