 <b>innerio</b>		<b>Innerio policy</b>		IHP02
Title:	<b>HEALTH AND SAFETY POLICY</b>			
Policy Owner:	EHS	Issue / Date:	03/27.01.2026	Page 1 of 1

## OBJECTIVE

This policy reaffirms the company's commitment and responsibility to conduct all global business activities in a safe and healthy manner, fully aligned with our **TRIPLE Z**.

## SCOPE

This policy applies to all employees of Innerio Group GmbH (Innerio Thermal Technology SARL, Innerio Heat Exchanger GmbH, Fertinger Tubes GmbH, Rupert Fertinger GmbH).

## POLICY STATEMENT

### 1. Zero Accidents

We strive to avoid any workplace accidents, including commuting accidents. Therefore, every employee receives job-specific safety training before operating any machinery.

### 2. Safety First

Every employee should come to work healthy and return home healthy at the end of each workday.

Safety precautions shall never be bypassed in pursuit of productivity. Every employee is responsible for protecting the safety of others and their own safety.

### 3. Continuous improvement

We aim for ongoing improvement by continuously evaluating our workplaces for potential enhancements to ensure safe working conditions even under changing circumstances.

### 4. Learning organization

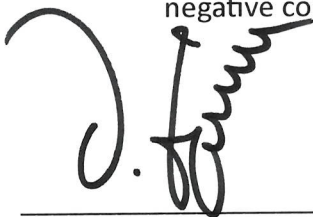
All knowledge gained is incorporated into the workplace design of new or modified equipment to provide the best possible working environment for our employees.

### 5. Legal compliance at all levels

We are committed to complying with all applicable health and safety regulations, exceeding them wherever possible, and ensuring their monitoring

### 6. Honesty as the basis of our communication

Every reported near-miss helps us improve and proactively prevent potential future accidents. For us, it is self-evident that reporting risks or hazards will never have negative consequences.



**Andreas Zwerger** | CEO



**Plant Management** | (PM)