

HSE – Policy for Loba biotech GmbH

We, at Loba biotech GmbH, are committed to the highest priority of health, safety and environmental protection in all of our activities. Our mission is to produce innovative active ingredients while maintaining the highest standards of health, safety and environmental protection.

Our fundamental HSE objectives are:

1 Safety at work

We strive to create a work environment that protects the health and well-being of our employees. This includes providing training, personal protective equipment and promoting a culture of safety. Both the security specialist and the security trustees provide support.

2 Health protection

The health of our employees is the focus of our efforts. We continually evaluate our working materials and implement preventative measures to protect the health of our employees. We implement health monitoring programs to ensure the well-being of all employees. This is done in close collaboration with our occupational physicians and occupational psychologists.

3 Environmental protection

We are committed to complying with strict environmental regulations and strive for continuous improvements in our environmental practices. We are committed to resource efficiency, emissions reduction and environmentally friendly production processes. Continuous monitoring and improvement of our environmental performance is an integral part of our business operations.

4 Regulatory Compliance

It is our responsibility to comply with all applicable health, safety and environmental legal requirements and regulations. We go above and beyond by implementing best practices and setting our own standards to achieve the best possible HSE performance.

5 Training and Awareness

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All employees receive comprehensive training in safe working practices, chemical handling and compliance with HSE guidelines. We promote strong security awareness through ongoing training and awareness activities.

6 Communication and transparency

We maintain open communication about HSE issues with our employees, customers and other stakeholders. Transparency is the key to trusting collaboration and sustainable business operations.

The management of Loba biotech GmbH is committed to supporting this HSE policy, ensuring that the necessary resources are made available and driving continuous improvements in all HSE matters. This

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HSE policy is regularly reviewe	d and updated to ensure it m	neets the highest s	tandards and is cor	ısistent
with changing industry requirer	nents and best practices.			