

## **Environmental, Health, Safety and Sustainability Policy**

Dematic is committed to conducting its global business in a responsible manner that promotes environmental stewardship and protects the health and safety of our employees.

### **Objective**

The objective of this policy is to ensure that Environmental, Health, Safety and Sustainability (EHS&S) is a priority throughout Dematic, and that EHS&S is integrated into every Business Unit and function throughout the company. Dematic's EHS&S management system is supported by Dematic's Global Leadership Team and driven by all local management teams.

### **Policy Principles**

Dematic is committed to operating in accordance with the following principles while conducting its business.

- Establish and maintain a strong and sustainable EHS&S culture.
- Comply with all applicable environmental, health and safety laws and regulations.
- Strive to implement high-level standards of EHS&S for all its employees and all those affected by its business activities.
- Provide a safe working environment by identifying, eliminating or reducing risks to an acceptable level using a recognized risk management approach.
- Provide EHS&S training and information to its employees to enable them to perform their roles safely.
- Involve and engage Dematic employees through participation and consultation in the development and improvement of the EHS&S management system.
- Continual improvement of the environmental management system and of the health and safety management system to enhance EHS performance.
- Consider the environmental, health and safety aspects and impacts in the course of developing new products or processes.
- When selecting production materials and implementing production processes, strive for effective utilization of raw materials, efficient use of natural resources and reusable or recyclable materials where possible.
- Show sensitivity to community and other interested parties regarding environmental, health, and safety concerns.

## Responsibility

Management at each Dematic location has the responsibility to implement these principles and other required elements of the EHS&S Management System. Each Dematic employee is expected to understand and follow EHS&S procedures and practices associated with their jobs. All employees have a duty to act in an environmentally responsible and safe manner, and to report to their supervisor any EHS&S issues or concerns.

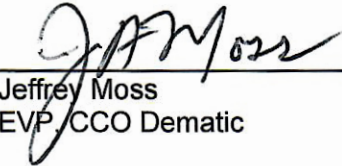
The cooperation and engagement of all Dematic employees is essential for protecting the health and safety of all Dematic stakeholders.



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Hasan Dandashly  
President, CEO Dematic

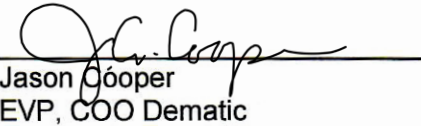
31 March 2021  
Date



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Jeffrey Moss  
EVP, CCO Dematic

31 March 2021  
Date



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Jason Cooper  
EVP, COO Dematic

31 March 2021  
Date