

### **Employee safety and health (GRI 103-1, GRI 403-1)**

AURELIUS places great importance on the health and occupational safety of our employees. Our focus here is on safety at the workplace and the provision of health offers. The health and safety of employees are at the core of our actions.

As a responsible employer, we want to provide our employees with a healthy and safe working environment. In order to prevent accidents at work and work-related illnesses, we rely on a holistic health and safety management system. The focus here is primarily on preventive measures, which we continuously review and develop further. Our overarching goal is to prevent health risks and maintain the long-term health of all AURELIUS employees.

Information on occupational accidents and risks is systematically collected by the human resources department. We involve our employees in the design of their workplaces, work environment and work processes with the aim of continuous improvement.

### **Raising awareness for occupational safety (GRI 403-4, 403-5)**

The human resources department manages the topics of occupational safety and health. We sensitise our employees to the topics of occupational safety and health. We inform new employees about safety-relevant aspects of their workplace in an initial briefing.

### **Management approach (GRI 103-3)**

We want to design workplaces that promote health and effectively prevent accidents. To achieve this, we perform checks on the work processes, document all incidents and report on them transparently.

### **Accident documentation (GRI 403-9)**

The basis for this, are documented lost days and sensitive organisational structures. From the accident documentation, we identify, among other factors, the causes of accidents as well as the specific activities they involve. We did not register any occupational accidents in our Holding in 2021. Thanks to our high safety standards, no occupational accidents were recorded in 2020 either.

### **Holistic health promotion at the workplace (GRI 404-4)**

We want to motivate our employees to lead healthy lifestyles and encourage them to take personal responsibility for their health. We promote this primarily through preventive measures. Among other initiatives, AURELIUS has concluded a framework agreement with a fitness studio in Munich. The benefits arising from this framework agreement will be open to all employees. In addition, fresh fruit and other healthy foods and beverages are offered free of charge to promote healthy nutrition at the workplace.

### **Prevent diseases**

We place importance on maintaining the health and performance of our employees by deploying them according to their profile and skills. AURELIUS has set itself the goal of reducing illness among our employees through prevention. Managers share responsibility for the health of their employees.