



wintershall dea

HSEQ Policy

Wintershall Dea recognizes that our business success is closely related to our performance in health, safety, environment, and quality (HSEQ). Consequently, HSEQ is a fundamental part of our business strategy and we embed HSEQ in all we do – based on six core elements.

Leadership

- We require and trust in the active commitment to HSEQ from everyone working for us – employees as well as business partners. We continuously learn and drive development. We shape our HSEQ culture through our own behavior in consultation and with the participation of our employees and partners.
- Wintershall Dea's leaders are committed to communicating, implementing and ensuring compliance with all relevant HSEQ requirements and provide the required resources. We communicate openly with stakeholders and partners to raise awareness and ensure understanding of our HSEQ values, programs and performance.

Safe and healthy workplace

- We care for our employees and strive to provide a safe and healthy workplace for all those working on Wintershall Dea's behalf.
- We seek to prevent injuries and physical and mental illness in all our activities by continuously assessing, controlling and mitigating risks to people and assets.
- Anyone working for Wintershall Dea has the responsibility and authority to STOP work when an activity or condition is perceived to be unsafe, or the task is not fully understood.

Environmental and climate protection

- We are open-minded in looking for viable ways to improve Wintershall Dea's sustainability and commit to focus on minimizing our environmental impact, optimize our energy efficiency, and act in socially responsible ways in all our activities.
- We do so by respecting people's rights, producing, procuring and using resources efficiently and responsibly, reducing emissions, tracking and managing our impact, and communicating openly on our performance.



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Security

- We are brave in embracing new opportunities, while seeking to identify, understand and manage our security risks worldwide. We ensure security standards are maintained to protect our employees, our assets, and our information and manage business continuity.
- We ensure to hold plans and train the organization to respond to, manage and recover from emergency and crisis disruptions.

Major accident prevention

- We are committed to maintaining the integrity of our assets throughout all phases of the life cycle by providing effective management of major accident risk.
- We implement and maintain robust barriers to prevent accidents from occurring and we systematically look for early signals of degradation and install measures to mitigate escalation in case of accidents.

Quality

- We are committed to quality in all our activities and use an effective management system to provide clear alignment with our commitments.
- We monitor, audit and continuously identify opportunities for improving the way we work by applying the plan-do-check-act (PDCA) cycle.

We continuously aim for zero harm to people, the environment and our assets by controlling our barriers and enabling a strong HSEQ culture at every level of the business.

Management Board