



wintershall dea

WINTERSHALL DEA HSEQ POLICY

Wintershall DEA acknowledges that our business success is closely connected with our performance on health, safety, environment, and quality (HSEQ) and we integrate this as a fundamental part of our business strategy, based on five core elements.

Leadership

- We trust in the active commitment to HSEQ from all employees and contractors working for us and demand it from them. We continuously drive development and shape our HSEQ culture by our own behavior with consultation and participation of our employees.
- The company's leadership commits to communicating, implementing and ensuring compliance with all relevant HSEQ requirements. We communicate openly with stakeholders and partners to ensure understanding of our HSEQ values, programs and performance.
- We use a structured and efficient management system to provide clear alignment with our values and commitments and to monitor, report, audit and continuously identify opportunities for improvement.

Safe and healthy workplace

- We care for our colleagues and strive to provide a safe and healthy working place for all those working on our 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.

Environmental protection & sustainability

- We are open-minded to looking for viable ways to minimize our environmental impact, optimize our energy efficiency, and act in socially responsible ways. We do so by respecting people's rights, producing and using resources efficiently, reducing emissions, tracking and managing our impact, and communicating openly.
- We believe that sustainability is key to create long-term value for the company and society.

Security

- While brave in our ability to capture new opportunities, we seek to identify, understand and manage security risks worldwide. We ensure security standards are maintained that protect our colleagues, our assets, and our information and to ensure business continuity.

Major accident prevention

- We implement and maintain robust barriers to prevent accidents from occurring and we drive practices to sensitize for early signals and mitigate escalation in case of accidents.

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.

Board of Management

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