

## ROSI Technology GmbH

### WORK POLICY

#### **Principles of Occupational Safety, Further Qualification, and Design of the Work Environment at ROSI Technology**

A company culture marked by collaborative behavior in the workplace is the foundation for a positive intra-company working atmosphere at ROSI and, therefore, an essential prerequisite for economic success. Respect and tolerance are integral parts of this culture. ROSI hereby establishes the fundamental principles and obligations in the field of occupational safety.

ROSI's declared goal in fulfilling its portfolio is to preserve the health, performance, and job satisfaction of its employees and to develop them within its means. The concepts related to the topics of this agreement are intended to be characterized by innovation, creativity, and operational know-how, aiming to create synergies.

#### Basic Orientation:

##### **1. Right of Association**

All employees have the right to join unions, form employee representations, and participate in their membership at any time.

ROSI commits to open, constructive, and trustful communication with its employees.

##### **2. Organization of Occupational Safety**

In accordance with legal regulations, the responsibility for organizing occupational safety lies with ROSI's organizational representatives or the legal representatives of the respective participating company.

ROSI's management may utilize opportunities, such as through management reviews, to be informed about compliance with occupational safety, its implementation, and the functionality of the organization of occupational safety.

##### **3. Occupational Health and Safety**

ROSI always adheres to valid standards for a safe and hygienic work environment. This includes appropriate measures to ensure health and safety at the workplace, such as regular training sessions. Supervisors play a role in setting an example.

#### **4. Handling of Hazardous Substances**

The use of hazardous substances in facilities and building infrastructure can pose risks to the health of employees and the environment. For ROSI, it is essential to fulfill its responsibility as a partner and supplier to the international automotive industry in terms of environmentally conscious service provision.

The goal is to minimize the use of hazardous substances at ROSI and, where possible, completely abstain. Emphasis is placed on finding environmentally friendly and long-term alternative solutions.

#### **5. Employee Qualification / Career Management**

Employees are qualified within the scope of their tasks to actively contribute to achieving the company's goals.

ROSI plans and conducts targeted, group-specific training and seminars for its employees to facilitate their professional and personal development.

As part of professional development, ROSI employees also receive training on protecting against and combating discrimination, sexual harassment, bullying, and the obligations of supervisors. This applies particularly to all ROSI employees to ensure an appropriate handling of these issues.

#### **5. Information**

Effective information flow and dialogue within ROSI between supervisors, departments, and any external companies are fundamental prerequisites for establishing secure processes, creating a collaborative and positive work atmosphere, and maintaining a stable level of occupational safety..

## **Implementation and Application**

### **1. Publicity**

ROSI employees will be informed about this agreement.

### **2. Collaboration based on Principles**

ROSI views it positively if these goals and principles are also embedded in the corporate policies of its business partners. This can significantly support the development of a positive business relationship.

### **3. Rights of Third Parties**

No claims can be derived from this statement by third parties.

#### 4. Effective Date

This statement takes effect upon signing and is not retroactive.

#### Contact Person:

or questions regarding sustainability and the code of conduct, feel free to contact our management at any time.

Stuttgart, 26th January 2024



Dr.-Ing. Michael Grimm