

E.H.S.

Environment, Health & Safety - BATHCO Policy



BATHCO

Introduction

The history of BATHCO includes a long-standing commitment to act sustainably with the environment wherever we operate and to conduct all business activities with the highest safety and health standards.

The health of employees and stakeholders remains our highest priority and we are fully committed to ensuring that safety is not compromised during our growth and daily business. We are entirely committed to continue and improve our safety performance with the ultimate purpose of Zero Harm. Further also environmental protection and sustainable usage of natural resources is not only a major topic at Bathco it is our duty to take care and act sustainable in all decisions and steps we take in our daily work and life. Bathco continually aims to improve its sustainable business practice by incorporating, innovation and research and design for cleaner production as well as handling and eco-efficiency.

To achieve our ambitious targets, we rely on the active support of every employee, and I thank personally everyone for doing so.

Andreas Schwarz
CEO

For Bathco, sustainability means the way of doing business in the most excellent way to protect the environment and ensuring health and safety with the key target of zero harm.

This policy is applicable to Bathco and its other business entities directly or indirectly controlled by Bathco (collectively referred to as "BATHCO"), including all directors, officers, and employees of the Company worldwide.



EHS BATHCO Vision

Our EHS culture defines who we are and how we operate as a Company because we want to be Socially Responsible Employee and Role Model Employee. It reflects a constant improvement management process and a collective commitment where employees and Management actively engage in Environmental, Health, and Safety (EHS) practices and demonstrate care for one another.



EHS BATHCO Values

Act with Integrity:

- Be open, honest, and accountable.
- Uphold high ethical standards consistently.
- Operate with excellent commitment.
- Continuously improve operational standards.
- Equip teams with resources for success.
- Care for People.
- Put safety and health first.
- Create inclusive, diverse teams and prioritize community well-being.
- Lead with Courage.
- Innovate for long-term impact.
- Challenge conventional norms to drive progress.



EHS BATHCO Ethics

BATHCO conducts its business highly dedicated and pro-active, though always being aware of its responsibility towards the environment, individual health and towards the community.

- We value human life above all else and manage risks accordingly.
- We comply with all laws and set higher standards for ourselves.
- We seek to continually improve EHS systems and processes to achieve zero FSI Actual (life altering/life ending) injuries and zero major environmental (impacting environment or communities) incidents.
- We establish measurable objectives to track our progress.
- We facilitate transparent assessment and reporting of EHS incidents.
- We are a learning organization.
- We incorporate stakeholder impacts into our decision-making processes,
- We encourage employee participation and promote employee awareness of EHS threats and opportunities.

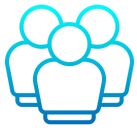


EHS BATHCO Rules

Our underlying belief is that all injuries, occupational illnesses and environmental or community incidents are preventable, and we aim to eliminate them. Everyone has the authority to stop the work they are doing and find a better way if it is unsafe, or may cause harm to health, the environment or the surrounding community. As a condition of employment, all employee's personal responsibilities include:

- Work together to progressively identify and eliminate unsafe conditions and acts from the workplace.
- Get trained and be competent to apply our health and safety responsibilities.

- Identify and address occupational health risks to create a healthier workplace, requiring the minimal use of personal protective equipment.
- Continually monitor and improve our use of natural resources, in particular energy, water and land.
- Work towards understanding what is important to our communities and addressing their concerns about our business, including any relating to past operational practices.
- Manage fairly in terms of reasonable working hours, regular vacations and a remuneration that reflects their performance.
- Work together in accordance with the principle of equal opportunities without discrimination of race, skin colour, gender, religion, membership in a group, origin or another personal attribute.



Office BATHCO Rules

BATHCO pays attention to the impact of the company's activities on the neighbourhood and society in general and takes measures where necessary. But also, we encourage all our employees to observe Green Rules to make our planet cleaner. By integrating these green practices into office life, we can reduce environmental impact while fostering a healthier, more sustainable workplace:

- Reduce energy consumption by switching off devices: Turn off computers, printers, and other electronics when not in use, especially overnight.
- Utilize natural light: maximize the use of natural daylight to reduce electricity usage.
- Minimize paper usage with the help of digital tools for communication, file storage, and collaboration (e.g., emails, cloud storage, project management apps).
- Print only when necessary and use double-sided printing.
- Repurpose used paper for note-taking or internal drafts.
- Our Office is equipped with bins for recycling paper, plastic, and other materials.
- Our Office has water filters to discourage single-use plastic bottles.
- Our Office has a compost bin for food scraps and coffee grounds.



Banned items

The following items are banned on any Bathco sites:

- Cigarette lighters
- Explosives
- Firearms
- Alcohol
- Drugs
- Exposed wire
- Pressure packs
- Glass bottles
- Cans
- Cameras (needs Manager approval)



Questions & Reports

For all questions related to environment, health and safety, please, first address our comprehensive website www.bathco.ch , where you can find answers to all frequently asked questions.

We are always glad to assist with your questions directly. Please address any questions and reports of suspected irregularity to hr@bathco.ch.

All requests maintain strict confidentiality and can also ensure anonymous treatment at your request.

Thank you for your cooperation,
BATHCO Team