

A photograph of two men in a workshop. The man on the left is wearing glasses and a plaid shirt, looking towards the right. The man on the right is wearing glasses and a dark polo shirt, smiling. They are standing behind a blue workbench with various mechanical parts and tools. The background is a bright, industrial setting.

**STERMAN.**<sup>®</sup>

# Health & Safety Guidelines

2024 Revision

## Introduction from Management

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From complex storage technology in modern wind turbines to carbon-ceramic brakes for supercars. From high-performance hybrids to energy-efficient electric motors in EVs. Key components for various applications are crafted using STERMAN systems.

We are leaders in quality and technology when it comes to specialized clamping techniques, equipping renowned global companies with precise, efficient, and smart production solutions. Our core strength lies in designing, developing, and manufacturing custom clamping systems tailored to the unique geometry of our clients' workpieces—especially when standard solutions on the market don't meet the required precision or processing needs.

Our greatest asset is the trust placed in us by our clients, business partners, employees, suppliers, and the public. Our commitment to innovation, trustworthiness, reliability, ethical standards, and legality forms the foundation of our actions.

At the heart of our family business, now in its third generation, is a commitment to innovation.

- Innovation and Ambition
- Partnership and Respect
- Family and Responsible Business

These values bind us together as we consistently embrace and implement them.

Inspired by the Black Forest, we ensure that our actions harmonize with nature and people. Every business decision is evaluated with sustainability in mind.

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Johannes Sterman / Partner & Managing Director of STERMAN Technical Systems GmbH with Team

# Workplace Safety Guidelines / Health & Safety

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STERMAN Technical Systems Ltd. is committed to providing a safe and healthy work environment for all employees, contractors, and visitors. The main goal of this health and safety policy is to prevent accidents, injuries, and occupational illnesses by implementing effective health and safety practices.

## 1. Compliance with Legal Requirements

The company is committed to complying with all relevant health and safety laws and regulations of the European Union, as well as national and regional provisions.

## 2. Responsibilities

- **Management:** Management is responsible for providing the necessary resources to implement this policy.
- **Supervisors:** Supervisors are responsible for implementing and monitoring safety measures in their areas of responsibility.
- **Employees:** All employees must comply with safety regulations and promptly report any safety incidents or risks.

## 3. Risk Assessment

- **Risk Identification:** Regular risk assessments are conducted to identify potential workplace hazards.
- **Action Planning:** Based on the results of the risk assessment, preventive and protective measures are taken to minimize risks.

## 4. Safety Measures and Equipment

- **Personal Protective Equipment (PPE):** The company provides employees with the necessary personal protective equipment and ensures its proper use.
- **Safety Precautions:** Safety precautions such as machine guards, emergency exits, and fire extinguishers are regularly maintained and inspected.

## 5. Training and Education

- **Safety Instructions:** All employees receive regular safety instructions and training on relevant health and safety topics.  $\mu$ -THINKING <sup>®</sup> | [www.sterman.de](http://www.sterman.de) | Page 2 of 4

- **Training:** Leaders and safety officers receive ongoing training to stay updated on the latest best practices and legal changes.

## **6. Health Promotion**

- **Workplace Health Management:** The company supports employee health through initiatives like ergonomic workspace design, health check-ups, and stress management programs.
- **Preventive Measures:** Employees have access to vaccinations, health promotion programs, and counseling services.

## **7. Accident Management**

- **Accident Prevention:** Ongoing improvements are made to preventive measures, adapting to new insights.
- **Accident Analysis:** Every incident is thoroughly examined to identify causes and prevent future occurrences.
- **First Aid:** Adequately trained first aid responders and supplies are always available.

## **8. Continuous Improvement**

- **Audits and Inspections:** Regular internal and external audits and workplace inspections ensure compliance with safety guidelines.
- **Feedback and Reporting:** Employees are encouraged to provide feedback and report safety concerns, which are taken seriously and lead to necessary actions.
- **Documentation:** Training sessions and educational programs are documented in writing.

## **9. Reporting and Transparency**

- **Safety Reports:** The company regularly publishes reports on safety measures and outcomes (through ASA meetings).
- **Transparency:** The company maintains open communication with employees and stakeholders about safety issues and actions.

This safety policy is effective immediately and will be regularly reviewed and updated to align with the latest scientific findings and legal requirements.

# Supplier Relationships & Compliance with Occupational Safety Regulations

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STERMAN expects affiliated companies to embrace all the principles described here, adhere to them, communicate them to their business partners, subcontractors, and suppliers, and consider them in their selection processes. Affiliated companies encourage their business partners to follow these standards to fulfill their contractual obligations.

## Questions and Information

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If you have any questions about the code or its compliance or have any doubts, please reach out to:

[values@sterman.de](mailto:values@sterman.de)

Direct contact is also available by phone at +49 (0) 7725 91488-30. These are the reporting channels through which you can reach the reporting office in accordance with the Whistleblower Protection Act:



**E-Mail**

[hinweis@wvib.de](mailto:hinweis@wvib.de)



**Telefon**

0761 / 4567 - 444



**Brief**

Wirtschaftsverband Industrieller Unternehmen  
Baden e. V.  
Stichwort: HINWEIS  
Merzhauser Straße 118  
79100 Freiburg i. Br.