



2.2 Policy_Occupational Health and Safety



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Goal and field of application

This document defines the Occupational Health and Safety (OH&S) Policy of Gruber Logistics and outlines the company's commitment to providing a safe and healthy working environment for all employees, contractors, visitors, and third-party stakeholders.

The purpose of this policy is to:

- Establish the guiding principles and responsibilities regarding workplace health and safety.
- Support the implementation and continuous improvement of our OH&S Management System in alignment with ISO 45001:2023.
- Promote a culture of prevention and shared responsibility at all levels of the organization.
- Ensure compliance with all applicable legal, regulatory, and industry-specific safety requirements.

Validity: corporate

Legend and Glossary

OH&S – *Occupational Health and Safety*: Refers to policies, procedures, and activities aimed at protecting the health, safety, and welfare of people engaged in work or employment.

OHSMS – *Occupational Health and Safety Management System*: A structured framework for managing OH&S risks and opportunities, as defined by ISO 45001:2023.

PPE – *Personal Protective Equipment*: Equipment worn to minimize exposure to hazards that cause serious workplace injuries and illnesses (e.g., helmets, gloves, eye protection, safety footwear).

Stopping Authority: The right and responsibility granted to employees to immediately stop any activity that they believe poses an imminent danger to health, safety, or the environment.

Hazard: A source or situation with the potential to cause harm in terms of human injury or ill health.

Risk: The combination of the likelihood of an occurrence of a hazardous event and the severity of the resulting consequences.

Near Miss: An unplanned event that did not result in injury, illness, or damage—but had the potential to do so.

Incident: Any event that results in or could have resulted in injury, illness, or damage to people, property, or the environment.



Mitigation Measures: Actions taken to reduce the likelihood or impact of a risk.

Continuous Improvement: An ongoing effort to improve products, services, or processes to enhance OH&S performance and outcomes.

Introduction

The health and safety of employees, partners, visitors, and the general public is of paramount importance to our company. As a transport and logistics company, we recognize that our operations present unique risks and challenges. These range from vehicle-related hazards, such as accidents and road safety concerns, to warehouse dangers, such as manual handling injuries and equipment-related incidents. It is our responsibility to mitigate these risks through a comprehensive, proactive approach to health and safety.

Our Occupational Health and Safety (OHS) policy is designed to create a safe working environment, promote the well-being of everyone involved in our operations, and comply with all relevant occupational health and safety regulations. This policy not only protects our workforce but also ensures operational efficiency and fosters a culture of responsibility and awareness across all levels of the company.

The nature of the transport and logistics industry demands that we maintain a continuous commitment to safety, particularly given the reliance on vehicles, machinery, and manual labour. Our employees face potential hazards daily, including long hours on the road, heavy lifting, and the use of specialized equipment.

A key component of our safety program is ensuring that all employees are aware of their responsibilities and equipped with the knowledge and tools to perform their duties safely. This includes the proper use of personal protective equipment (PPE), adherence to safe driving practices, and following established procedures for handling materials and operating machinery.

Our commitment to health and safety is reinforced through continuous monitoring, auditing, and reviewing of our procedures to ensure they remain effective and up to date with industry standards. By fostering a culture of safety, we aim to minimize accidents, reduce occupational injuries, and create an environment where everyone feels responsible for their own safety and that of their colleagues.

This policy represents our dedication to the health and safety of all stakeholders and our firm belief that safe operations are an essential foundation of a successful transport and logistics business.



Our Commitments

1. **Occupational Health and Safety First:**

We prioritize the prevention of work-related injuries and illnesses by proactively identifying, assessing, and controlling occupational risks across all our operations.

2. **Legal and Regulatory Compliance:**

We comply with all applicable legal requirements, international standards, and other OH&S obligations relevant to our activities, services, and locations.

3. **Continuous Improvement:**

We are dedicated to the ongoing improvement of our OH&S Management System through monitoring, audits, performance evaluations, and regular reviews of objectives and targets.

4. **Employee Involvement and Participation:**

We actively engage and consult employees and their representatives in OH&S decisions, encouraging shared responsibility and feedback at all levels of the organization.

5. **Training and Competence:**

We provide adequate training, resources, and support to ensure that all personnel are competent and aware of their roles and responsibilities in maintaining a safe workplace.

6. **Risk-Based Approach:**

All operations are subject to continuous hazard identification and risk assessment. Preventive and corrective actions are implemented in a timely and effective manner.

7. **Emergency Preparedness:**

We maintain comprehensive emergency response plans and conduct regular drills to ensure readiness for potential incidents.

8. **Stopping Authority:**

Every employee at Gruber Logistics is granted the **Stopping Authority**—the right and responsibility to immediately stop any activity they believe poses an imminent threat to health, safety, or the environment. No action will be taken against individuals exercising this authority in good faith.

Prohibition of Alcohol and Drugs

Gruber Logistics enforces a strict zero-tolerance policy regarding the use, possession, or influence of alcohol, illegal drugs, or any substances that may impair judgment or physical coordination during working hours or on company premises.

Employees must report to work fit for duty and remain in a condition that enables them to perform their responsibilities safely and effectively.

Violation of this policy may result in disciplinary action, up to and including termination of employment. Support programs, including access to confidential assistance, may be made available to employees struggling with substance-related issues.



Fatigue Management

Gruber Logistics recognizes fatigue as a significant risk factor in both road transport and warehouse operations. Fatigue can impair judgment, reaction times, and decision-making, increasing the likelihood of incidents and injuries. As such, we are committed to implementing fatigue management strategies that protect the health and safety of all employees.

For **drivers**, we enforce strict compliance with legal driving and rest time regulations. Work schedules are designed to minimize extended shifts, night driving, and irregular hours. Use of digital tachographs and scheduling tools helps ensure alignment with national and international transport laws.

For **warehouse workers**, particular attention is given to shift planning, physical workload management, and adequate rest breaks. Tasks involving prolonged standing, heavy lifting, or repetitive motion are monitored to prevent overexertion. Job rotation and ergonomic assessments are applied to reduce physical and mental strain.

All employees are encouraged to report signs of fatigue and are empowered to pause their activities if they feel they are not fit to work safely. Managers are responsible for recognizing early signs of fatigue in their teams and taking appropriate preventive measures.

Road emergency

Emergency response procedures specific to road transport incidents are in place, including vehicle breakdowns, accidents, and hazardous material spills. Drivers are trained to respond appropriately and report incidents immediately to enable swift intervention.

Responsibilities of the Employee

At Gruber Logistics, every employee holds a vital role in upholding our Occupational Health and Safety (OH&S) standards. In alignment with ISO 45001:2023, employees are expected to:

- **Comply with OH&S Policies and Procedures:** Adhere to all established health and safety protocols, including the use of personal protective equipment (PPE) and participation in required training sessions.
- **Report Hazards and Incidents:** Promptly notify supervisors or designated safety personnel of any unsafe conditions, near misses, or incidents to facilitate timely corrective actions.
- **Participate in Safety Initiatives:** Engage in safety meetings, risk assessments, and continuous improvement programs to foster a proactive safety culture.
- **Exercise Stopping Authority:** Utilize the granted authority to halt any activity that poses an immediate threat to health or safety, ensuring that no action will be taken against employees who act in good faith.



Responsibilities of the Management

The management at Gruber Logistics play a key role in the implementation and maintenance of the Occupational Health and Safety Management System (OHSMS), in compliance with ISO 45001:2023. They are responsible for:

- **Leadership and Commitment:** Demonstrating active leadership and commitment to promoting a strong safety culture by integrating health and safety into organizational strategies and decision-making processes.
- **Assignment of Roles and Responsibilities:** Ensuring that responsibilities and authorities are assigned, communicated, and understood at all levels of the organization, and that this information is properly documented.
- **Worker Participation:** Encouraging active consultation and participation of workers and their representatives in health and safety decision-making processes.
- **Resource Management:** Providing the necessary resources to implement, maintain, and continually improve the OHSMS.
- **Monitoring and Continuous Improvement:** Monitoring OHSMS performance, analyzing results, and promoting continuous improvement actions to prevent injuries and occupational illnesses.

Personal Protective Equipment (PPE)

Gruber Logistics is committed to ensuring that all employees are adequately protected during the performance of their duties. Where occupational hazards cannot be eliminated through engineering or administrative controls, appropriate Personal Protective Equipment (PPE) shall be provided and used in accordance with risk assessments and legal requirements.

Employees are required to:

- Wear PPE as prescribed for their specific tasks and working environments.
- Inspect PPE before use and report any defects or damage immediately.
- Use PPE responsibly and only for its intended purpose.
- Participate in training related to the correct use, maintenance, and limitations of PPE.

Supervisors and managers are responsible for ensuring PPE is available, maintained, and used correctly, and for enforcing compliance with PPE-related procedures.

Failure to use mandatory PPE may result in disciplinary action, as it may compromise individual and collective safety

Key Initiatives

These efforts are supported by the following key initiatives:



- Continuous monitoring and assessment of work-related risks, ensuring that hazards are identified and addressed promptly.
- Reducing potential occupational health and safety risks based on their likelihood and impact, ensuring a proactive approach to minimizing workplace hazards.
- Conducting thorough risk evaluations when planning new projects, acquiring new equipment, or updating operational processes.
- Maintaining our transport units to the highest safety standards, ensuring they are always in optimal working condition.
- Performing regular internal audits to ensure compliance with safety policies and identify areas for improvement.
- Providing continuous, comprehensive training programs aimed at increasing employee awareness of safety practices and encouraging behaviours that promote a safe work environment.
- Raising awareness of our occupational health and safety standards among suppliers and other business partners, ensuring that safety extends beyond our own operations.
- Clearly communicating our health and safety regulations to all stakeholders and regularly evaluating our corporate objectives in terms of health and safety performance.

By integrating these practices into our daily operations, we strive to create a safer, healthier workplace for everyone, ensuring that the well-being of our employees, partners, and the community remains a top priority.

Suppliers and Transport Partners

At Gruber Logistics, we expect all suppliers, particularly transport partners, to operate in full alignment with our standards of safety, environmental responsibility, and ethical conduct. Transport providers are required to:

- Comply with all applicable legal and regulatory requirements, including those related to road safety, working hours, and load security.
- Ensure that their personnel are properly trained, licensed, and equipped with the necessary **Personal Protective Equipment (PPE)**.
- Maintain their vehicles and equipment in safe operating condition through regular inspections and preventive maintenance.
- Report any incidents, near misses, or safety concerns occurring during transport activities.
- Respect our workplace rules when accessing Gruber Logistics sites, including adherence to speed limits, designated routes, and safety protocols.

We value long-term partnerships based on transparency, reliability, and shared commitment to health, safety, and continuous improvement.

