

Basic principles for Safety, Health, Environment, Quality (SHEQ)

REETEC GmbH's basic principles for safety, health, environment and quality are in agreement with the SHEQ principles of EDF ENS and take both the national as well as the European legal specifications into account. Furthermore, they take into account the wind energy-specific standards and the successfully tried and tested practices, procedures relevant to safety and environmental protection, as well as SHEQ-relevant customer requirements. The SHEQ principles are a fixed component of our corporate policy and take the seven safety principles of the VDMA agreement 2015 "Wind Energy Safety Culture" into account.

It is our primary objective to actively bring about, with all our activities, that there is always a safe workplace with healthy workplace conditions, that environmental protection is ensured, the quality requirements of our performance are fulfilled and customer satisfaction is always achieved.

The REETEC-SHEQ basic principles are binding, both for all our employees as well as for employees of external companies instructed by REETEC, and are paramount in all our performances across national borders.

In order to fulfil the SHEQ basic principles and the goals formulated therefrom, we commit ourselves towards:

- **Ensuring work safety through:**
 - Avoiding work-related accidents.
 - Ensuring that all safety regulations in connection with our orders are understood and observed by everyone.
 - Ensuring a safe workplace through systematic and risk-based hazard identification.
 - Regular review and evaluation of our health and safety performance by means of internal and external audits.
 - Developing and ensuring customer-specific SHEQ plans.
 - Effective training and qualification of our staff.
 - Continuous improvement of training programmes in order to expand our knowledge and abilities.
 - Regular evaluation and optimization of personal protective equipment for each individual and for each task.
 - Continuous and regular inspection, maintenance and repair of work equipment used.
 - Active intervention in case of determination of unsafe situations and conditions.

- **Ensuring health through:**
 - Development of health promotion programmes and the opportunity to participate for all employees in order to reduce loss of working hours and reduce the sickness rate.
 - Continuity and upkeep of the examination programme for health care.
 - Optimisation of ergonomic workplace conditions.
 - Consideration of each individual in the design of workplace conditions.

- **Ensuring environmental protection through:**
 - Continuous improvement of our environmental protection efforts.
 - Development and implementation of a sustainable environmental policy.
 - Avoidance of environment-related incidents with strict compliance with legal requirements.
 - Avoidance of waste and of the use of environmentally hazardous substances.
 - Highest possible use of environmentally friendly technology and resources.
- **Ensuring quality standards through:**
 - Close cooperation with all stakeholders and public authorities so that all relevant guidelines and provisions are always further developed in such a way that the protection of people and the environment is ensured.
 - Customer satisfaction and consideration of their requirements of our services and product deliveries.
 - Development of corrective measures to optimise work processes, work systems, or their boundary conditions.
 - Implementation of improvement suggestions from own employees but also through customer recommendations.
 - Ensuring careful handling of company property in all our assignments.
 - Regular evaluation and review of the integrated management system and the work processes contained therein through certification according to ISO 9001, ISO 14001 und BS OHSAS 18001.
 - Optimisation of processes to maintain an efficient organisation.
 - Care and maintenance of open internal and external communication.
 - Regular evaluation and review of the integrated management system by management.

We all undertake to play an active role in the realisation of these principles and to contribute towards achieving the formulated goals.

Bremen, 21-06-2018

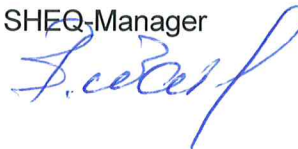
Detlef Lindenau
Managing Director



Peter Vogt
Managing Director



Frieda Waisbek
SHEQ-Manager



Katharina Claus
HR-Manager



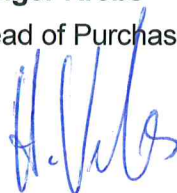
Cornelia Mißler
Assistance to the
Managing Director



Annette Weniger
Chief Financial Officer



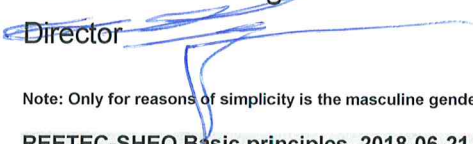
Holger Krebs
Head of Purchase



Gerd Töpken
Technical Director



Claus Sejersen
Sales and Marketing
Director



Note: Only for reasons of simplicity is the masculine gender used throughout the text. It is intended to mean both the female and the male gender.