

SHEQ Europe

# Safety, Health, Environment and Quality (SHEQ) Policy

Safety is our license to operate.



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## Policy

Messer Europe

## Contact

Udo.Kohl@messergroup.com



## Table of Contents

## Page

1.	Purpose and Scope	3
2.	Vision	3
3.	Principles	3
4.	Responsibilities	4
5.	Continuous Improvement	4



## 1 Purpose and Scope

This policy outlines Messer's commitment to Safety, Health, Environment, and Quality (SHEQ) as the foundation of our business operations and long-term success. It emphasizes our dedication to a safe, healthy, and environmentally responsible workplace while consistently delivering high-quality products and services.

This policy applies to all areas of Messer's operations in Europe, including plants, facilities, offices, as well as customer and supplier sites. It includes all employees, business partners and contractors involved in our activities. Regular reviews by the Executive Management Board ensure alignment with our corporate vision for SHEQ excellence.

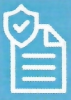
## 2 Vision

- **Safety First, Always!**  
Prioritize safety in every action, ensuring a zero-incident workplace that protects employees, customers, and communities.
- **Health & Wellbeing:**  
Promote a culture that supports the physical and mental health and wellbeing of our employees, customers, and suppliers.
- **Quality Excellence:**  
Deliver the highest quality gases and services, consistently meeting or exceeding our customer expectations.
- **Environmental Responsibility:**  
Minimize environmental impact through sustainable practices, efficient resource use, and a commitment to achieve net-zero emissions.
- **Continuous Improvement:**  
Foster a culture of continuous improvement and innovation to enhance SHEQ performance and drive industry standards.

## 3 Principles

At Messer, we are committed to the following core principles:

- We strongly believe that **all accidents and incidents can be prevented**.
- All employees are aware of their individual responsibility and **demonstrate visible leadership**, clearly **exhibiting SHEQ values and behavior**.
- We foster collaboration with business partners, industry peers, national and international associations as well as other stakeholders to **drive improvements in SHEQ performance throughout our value chain**.
- We ensure a **safe, clean, and healthy environment** for all employees and the communities in which we operate.
- Every employee is empowered to **stop and refuse any activity that they feel is an unsafe behavior** and might compromise safety.



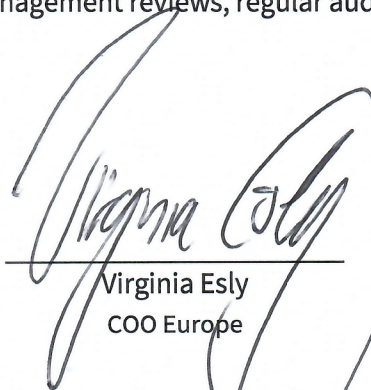
#### 4 Responsibilities

To uphold our commitments, we will:

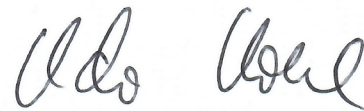
- Comply with applicable **SHEQ related legislation and internal policies**.
- Proactively **identify, assess, and mitigate hazards and risks** with safety, health, or environmental impact.
- Design, build, operate and decommission our facilities in a **safe, secure, efficient, and environmentally responsible manner**.
- Foster **personal accountability** at all levels to continuously **improve SHEQ performance, using measurable objectives to track progress**.
- Work with our business partners, suppliers, and relevant industries **to promote and enforce compliance with this policy**.
- Provide necessary **resources, training, equipment, and support** to fulfil the commitments of this policy.

#### 5 Continuous Improvement

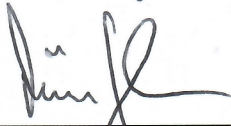
- **We create transparency of our SHEQ performance** using key performance indicators (KPIs) and benchmarks to continuously derive learnings to identify areas for continuous improvement.
- Promote **open communication, learning, and sharing of SHEQ knowledge** with all employees and stakeholders.
- Establish and maintain a robust **SHEQ management system** that includes performance and management reviews, regular audits and inspections.



Virginia Esly  
COO Europe



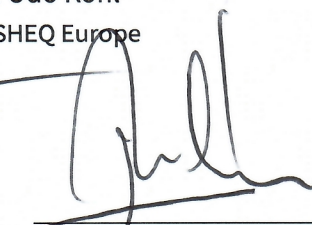
Dr. Udo Kohl  
SVP SHEQ Europe



Dirk Fünfhausen  
Regional Manager CEE



Valentin Ilievski  
Regional Manager SEE



Rubén Folgado  
Regional Manager WEU