

Declaration regarding occupational and environmental safety

April 2018

Introduction

Since 1983 GISMA Steckverbinder GmbH is specialised in the development, construction, production and global distribution of high-quality and complex underwater plug connectors. Worldwide the sophisticated electrical, hybrid and fibre-optic connectors are used in the offshore industry, marine and underwater technology and for applications under harsh environmental conditions.

GISMA sets great store by sustainable growth and a solid financial foundation, long-term objectives and entrepreneurial competence. GISMA offers an interesting, attractive and secure working environment to its employees.

GISMA acts responsibly and in accordance with ethical principles and with all of its activities in compliance with the legal regulations.

GISMA is dedicated to complying with the standards stipulated in the conventions of the International Labour Organisation ILO and the so-called core labour standards (<http://www.ilo.org/declaration/thedeclaration/textdeclaration/lang--en/index.htm>). This applies equally to the UN conventions pertaining to the rights of the child, the elimination of all forms of discrimination against women, and the OECD guidelines for international companies.

GISMA endeavours to attain permanent occupational safety improvements. This is done by adhering to the applicable laws, regulations and requirements and by exceeding these, thereby retaining a safe and healthy working environment for all employees, whilst simultaneously safeguarding and preserving the corporate values. Compliance is attained by the consistent implementation of measures targeted at occupational safety, health and security.

External consultants have been appointed for independent monitoring and constant development, both regarding occupational safety and health protection.

Furthermore GISMA fulfils its responsibility towards its customers, suppliers, partners, employees and society and commits itself to the ten principles of UN GLOBAL COMPACT.

I. Occupational safety

GISMA Steckverbinder GmbH endeavours to guarantee and consistently improve the safety of its business premises and to promote a healthy working environment by avoiding risks and by implementing permanent control measures.

All employees are obliged to comply with safer working methods; this knowledge is regularly conveyed by the superiors during the annual security briefings.

II. Safe infrastructure

GISMA provides the required operational infrastructure for safe production, storage and shipping of its products and ensures consistent controlling and optimisation.

III. Health protection

GISMA monitors the compliance with the statutory regulations that demand safety and health protection as a minimum requirement. Furthermore, GISMA is committed to consistent improvement of the working conditions going beyond the prescribed requirements, in order to prevent health-related risks for the employees.

We expect our employees to be respectful in their dealings with one another and to comply with the work regulations and accident prevention regulations. The appropriate work equipment as well as workwear is placed at the employees' disposal.

IV. Work equipment

Work equipment is appropriate for the intended purposes and has been inspected.

In order to reduce work-related accidents, the employees are requested to comply with the following:

- use the appropriate work equipment
- regularly inspect and monitor work equipment
- keep workplaces clean
- monitor the hazard analyses for all workplaces
- comply with work instructions

V. Further education

GISMA provides the necessary information, instructions, trainings, etc. to all employees, to enable safe and responsible working methods.

VI. Cooperation with suppliers

GISMA tracks the goal of securing the highest industrial standards with its suppliers, and it expects compliance with the required measures from its suppliers as well, so as to exclude health-related risks for the supplier's- and the GISMA employees.