



Fraport AG Frankfurt Airport Services Worldwide
Fraport Group Occupational Health and Safety
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*Policy Statement
on Occupational
Health and Safety*



Policy Statement on Occupational Health and Safety

A comprehensive, integrated approach to occupational health and safety is central to fulfilling our corporate responsibility for all of Fraport's Group companies in Frankfurt and worldwide.

For the Fraport Group, our Occupational Health and Safety Policy and the principles and objectives it defines provide the common basis for our integrated approach to occupational health and safety.

Our Occupational Health and Safety Management system helps us to ensure compliance with these principles and objectives.

Our occupational health and safety policy is based on the following principles:

The Group's employees must be protected from accidents, work-related health hazards and occupational illnesses through preventive measures.

Occupational health and safety is an integral part of our Group's sustainability strategy.

A key responsibility of the Group's management is therefore to involve employees in the occupational health and safety process.

Our objective is to reduce unsafe conditions, actions, accidents and occupational illnesses. Furthermore, we also strive to strengthen health-related awareness and behavior as well as to improve our social environment.

The policy not only protects our own employees, it also covers the contractual partners who cooperate with our Group companies.

We believe that every accident and every work-related illness can be prevented and that we can actively contribute to significantly increasing the health and satisfaction of our employees.



Executives, committees and employees are obliged to create a safe environment and prevent working conditions detrimental to health by adopting suitable measures and behaviors. They contribute by reporting any shortcomings and suggesting how they can be rectified.

Each employee is responsible for his or her own health and safety, as well as the safety of his or her colleagues and the safety of the facilities and equipment. The management ensures a working atmosphere that enables and supports this.

All processes must be designed in such a way that safe and healthy operations are guaranteed. Safety and health are always integral to the planning and implementation of all activities. Rules and regulations on health and safety must be strictly complied with.

In order to achieve these objectives, measures must be defined that increase the well-being, health and job satisfaction of all employees.

By adopting this policy, the Fraport AG Executive Board, as well as committees and managing directors are committed to creating the necessary conditions to enable executives and employees to implement and further develop these fundamental principles in our daily operations.

The Fraport AG Executive Board

Handwritten signature of Stefan Schulte in blue ink.

Dr. Stefan Schulte
Executive Board Chairman (VV)

Handwritten signature of Michael Müller in blue ink.

Michael Müller
Labor Director (VA)

Fundamental Principles of Occupational Health and Safety

Preamble

Consistently ensuring occupational health and safety is one of our sustainability goals and a central priority for Fraport AG and its Group companies, particularly when determining and structuring working conditions.

By providing the necessary structural and procedural organization and suitable framework conditions for ensuring occupational health and safety, we contribute to enable efficient work processes while boosting motivation, job satisfaction and our employees' identification with the Fraport Group as a whole and the individual Group companies.

Fraport AG's Executive Board and the relevant committees support and promote the preventive strategies and occupational health and safety measures with the common goal of both preventing disadvantages for employees and forestalling costs caused by accidents and health impacts.

We implement our occupational health and safety policy by adopting comprehensive and overarching approach. Responsibility for this lies in particular with our company's executives.

We create healthy working conditions that foster performance excellence for all age groups and avoid any overburdening of individuals. Based on this approach, we have developed four Fundamental Principles, which are binding for both executives and all employees. Moreover, these general principles have been set out in concrete form by "Ten Guidelines for Safe Working". They form the basis for trustful cooperation within the individual Group companies and the Fraport Group as a whole.

Protecting our employees from detriments to health, accidents and occupational illnesses is part of our sustainability goals.

Principle 1

Operational processes must be designed in such a way that safe and healthy operations are guaranteed. Health and safety must always be integral to planning and implementing activities. Health and safety laws, as well as all relevant rules and regulations must be strictly complied with.

To achieve these objectives, measures are required aimed at increasing our employees' health, job satisfaction and well-being. Specifically, ergonomically designed work processes must be implemented to support the performance and commitment of our employees.

Principle 2

Our executives are obliged to act responsibly and lead by example in line with our occupational health and safety policy.

The occupational health and safety experts in the company must support the executives in achieving optimum results.

We expect our executives to behave in a manner that is exemplary for achieving a safe working environment in their area of responsibility.

Our executives are continuously trained and updated with regard to relevant developments in occupational health and safety to enable them to fulfil this responsibility.

Principle 3

Executives and employees are obliged to adopt suitable measures and behaviors to create safe working conditions that are not detrimental to health.

They contribute by reporting any shortcomings and suggesting how they can be rectified.

We motivate our employees to behave in a safety and health conscious manner both internally and externally. The management ensures a working atmosphere that enables and supports this.

We want to reduce accidents, unsafe conditions, actions and work-related illnesses. At the same time, we want to increase health-related awareness and behavior while improving our social environment.

Our vision is to be a company made up of healthy employees working in an accident-free environment. Our commitment not only regards our direct employees, it also extends to our contractual partners who work on our company grounds.

We believe that every accident and every work-related illness can be prevented.

Principle 4

We monitor the implementation of the Fundamental Principles for Occupational Health and Safety through regular employee surveys and audits.

Reported shortcomings and suggestions from employees must be addressed by their superiors and the company's health and safety experts and implemented wherever possible.

By cooperating with social partners, e.g. health and/or accident insurance companies, universities and other external experts, we organize our company's health management in the form of a continuous learning and innovation process.

Ten Guidelines for Safe Working

- Every work-related injury and illness can be prevented.
- We do not accept any actions that pose a risk to safety or health.
- The management must provide sufficient resources.
- All executives must consciously fulfil their obligation to lead by example.
- Every employee is responsible for maintaining his or her own health and shares responsibility for the health of his or her colleagues.
- The active involvement and qualification of employees is of crucial importance.
- Rules and regulations must be observed.
- Identified shortcomings must be rectified immediately.
- All incidents must be investigated to prevent future injuries and damage to property.
- Compliance audits must be conducted regularly at all levels.

This Health and Safety Policy Statement and any subsequent information are an integral part of the Fraport Group's Occupational Health and Safety Management System.

General information on occupational health and safety at Fraport is available on the Fraport AG website.

If you have any questions, please do not hesitate to contact one of the Fraport Group's occupational safety representatives directly.