

Occupational Health and Safety Management System

Health and safety at work has the highest priority for Philotech. These are our overriding company objectives along with the quality of our products and service, the economic success of Philotech and our long-term sustainable growth.

1. Health and Safety Management

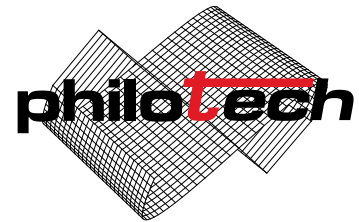
The Philotech health and safety management has been externally subcontracted to the STREIT Management-Systeme GmbH company. The STREIT company is well-qualified with many years of experience in occupational safety, medicine and healthcare. The safety-related and occupational medical support through this external service provider takes place on the basis of statutory provisions from the German Occupational Health and Safety Law, Occupational Safety Law and Accident Prevention Regulations. These external services comprise:

1.1 Safety-related care as per DGUV regulation 2

- An occupational health and safety practitioner
- Services as specified in a catalogue of benefits
- Assessment of work stations
- Proposals for solutions and improvements
- Technical, organisational and personal measures
- Hazard and risk assessments
- Operation instructions
- Guidance and safety instructions

1.2 Occupational health care and prevention as per DGUV regulation 2

- Company doctor
- Services as specified in a catalogue of benefits
- Prevention and examination appointment with an occupational medical assistant
- Development of a care plan
- Employees' personal health problems
- Employees' reintegration support



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- Statistical assessment of measurement and examination results
 - Discussion of results
 - Statements on occupational health and safety
 - Health newsletter

2. Annual employee guidance

Philotech carries out an annual guidance programme for employees by means of the DENEQUA online instruction system. This web-based training comprises the following instruction contents:

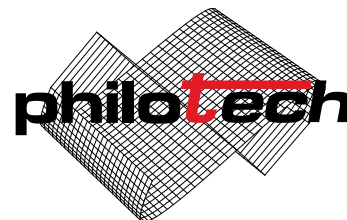
- Occupational health and safety
- The General Equal Treatment Act
- Fire prevention
- Data protection
- In-house office

As well as the online instruction of employees, the DENEQUA system also includes monitoring deadlines for the instruction along with a reminder function and statistics.

3. External health and safety audits

External health and safety audits are carried out as follows:

- Regular monitoring and assessment by the external service provider for the STREIT management systems health and safety management
- External audit through the VBG employers' liability insurance association
- Regular external checks of the fire extinguishers by the WANIA + BAARFUSS GmbH & Co KG company
- Regular external BGV A3 checks of the electrical equipment by the Elektro-Drumm company



4. Inclusion in the Philotech Management System

Integrating these health and safety activities into the Philotech Management System makes it possible to regularly record their status and continuously improve them to ensure a high degree of health and safety.

Every year the compliance and suitability of the occupational health and safety programme is assessed as part of the regular management appraisal.

Taufkirchen, 29.10.2015

Philotech GmbH

Hartwig Dirscherl
Chief Executive