

HSE-POLICY



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VORN HSE Policy

Area:

Category:

Datum:

Issued by:

Approved by:

01.02_Organisation

01.01_Compliance

13.04.2026

Milos Stevanovic, Director HSEQ

Michael Wallis Olausson, COO VORN

Jörg Lennertz, CEO VORN

HSE-POLICY

The HSE policy of VORN Bioenergy is issued by the full leadership commitment and based on the VORN Brand Identity, the guiding principles, values, the Code of Conduct, requirements of ISO45001 and ISO14001 and best industrial practices.

The VORN leadership and each individual employee contributes through their example, behaviour, and work within their area of responsibility to ensure that:

1. we prioritize occupational safety and health protection for our employees, service providers, visitors and everyone working for VORN to achieve our goal of "zero accidents and zero occupational illnesses",
2. we evaluate environmental impacts and aspects and permanently improve our performances. We are increasing awareness of the importance of environmental protection and minimizing pollution. We actively contribute to CO2 footprint reduction.
3. opportunities and risks are identified, assessed and mitigated for all operations involving Vorn staff and contractor workforce. We establish Life Saving Rules to control life critical risks, and they are adopted universally on VORN sites, correctly assessed and positively influenced for employees, contractors, business partners, neighbours, and shareholders through a proactive risk approach and behavioural programmes.
4. an environment is created in which innovations are promoted, through a continuous improvement process, the company's performance, processes, and thus economic efficiency are continuously enhanced.
5. we involve our employees, customers, suppliers, and subcontractors in the evaluation and continuous improvement of IMS performance and encourage active contributions and feedback,
6. we formulate our goals, establish KPIs measure, evaluate, and document the results through a consistent PDCA cycle (Plan, Do, Check, Act). We permanently monitor our performance and identify opportunities for improvement.
7. we are seen as a reliable partner for supplying agricultural and service companies, customers, visitors, residents, and the public. We are transparent and communicate openly and with trust with all interested and affected parties.
8. we commit to appropriately involving, consulting, and actively informing employees within the company, towards HSE requirements and best industrial practices and make the necessary resources available.
9. the procurement of machinery, equipment, and services are carried out with consideration for energy efficiency, environmental compatibility, and best industrial standards in occupational health and safety,
10. our awareness and capabilities to meet these expectations are systematically promoted to maintain the effectiveness of the management systems.

Regensburg, April 2026

A handwritten signature in black ink, appearing to read 'J. Lennertz'.

Jörg Lennertz
CEO

A handwritten signature in black ink, appearing to read 'Michael Wallis Olausson'.

Michael Wallis Olausson
COO