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## Zeiss China's Environmental and Occupational Health and Safety Policy

**People Oriented, Compliance with Laws and Regulations,  
Prevention First, Protection of the Environment, Full Participation,  
Continuous Improvement**

**People oriented:** We shall adhere to the people-oriented principle, value life, care for the health and safety of our employees and their related parties, and always aim to keep all kinds of hazards under control by seeking the safety, reliability, harmony and unity of people, objects, systems, mechanisms and other elements in the production process.

We shall be committed to systematic questioning and essential improvement, ultimately achieving intrinsic safety.

**Compliance with laws and regulations:** We shall strictly implement laws and regulations and other requirements of environmental and occupational health and safety to avoid illegal incidents.

**Prevention first:** We shall put prevention first and integrate prevention with control. To solve environmental problems, we aim to prevent all pollution rather than conducting end treatment, and we aim to prevent any damage rather than having to deal with damages afterward the fact.

**Protection of the environment:** We shall enhance our awareness of environmental protection, protect and improve our working, living and ecological environments, prevent and control pollution and other public hazards, safeguard the health of our employees, and build a beautiful and harmonious working, living and ecological environment.

**Full participation:** We shall ask all of our employees to clearly understand their responsibilities and authorities, encourage our employees to actively participate in activities regarding environmental and occupational health and safety, and improve the safety awareness of all employees to promote the implementation of our occupational safety management.

**Continuous improvement:** We shall, by using the PDCA (Plan, Do, Check, Act) management methods, continuously improve our environmental and occupational health and safety management system as well as the overall performance of the environmental and occupational health and safety to enable our company to follow the path of sustainable development.