

## Information to the ‘Siemens Energy Code of Conduct for Siemens Energy suppliers’, section ‘management system for occupational health and safety’

This information shall help the suppliers to understand the expected requirements of the ‘reasonable Management systems for occupational health and safety’. The supplier’s relevance and responsibility in terms of occupational health and safety is dependent on the type of activities that its employees perform.

A distinction is therefore made here between enterprises that perform solely administrative/ management or advisory functions or purely sales- and marketing-related activities (category 1), and those that also manufacture products (systems, components, etc.) or in any other way process or rework products. It is also beneficial to assign these manufacturing enterprises to a category of SME (definition provided below). Enterprises with over 250 employees that operate in the processing or reworking industry are assigned to category 3.

Microenterprises are assigned to category 1 irrespective of the industry in which they operate. It is not appropriate to insist on a formalized management system. It is sufficient for them to follow the local legal obligations. More advanced measures are required for category 2 enterprises. Category 3 enterprises are expected to fulfill all aspects of an occupational health and safety management system, e.g. based on ISO 45001, and to document this fulfillment accordingly.

| Supplier Category | Industry / size of company   | Requirements of „reasonable management systems”   |
|-------------------|--|---|
| 1                 | Small and medium-sized enterprises that offer or perform solely administrative/ management, advisory or sales/marketing activities.<br><br>Micro-enterprises that operate in the processing and reworking industry                       | According to local legislation  |
| 2                 | Small and medium-sized enterprises that operate in the processing and reworking industry*)<br><br>Enterprises with over 250 employees that offer or perform solely administrative/ management, advisory or sales/marketing activities**) | Further minimum requirements in addition to those described for category 1:<br><ul style="list-style-type: none"> <li>• Written statement of commitment to occupational health and safety by the company's management</li> <li>• Assessment of, and an undertaking to comply with, legal requirements</li> <li>• Emergency planning and hazard prevention measures</li> </ul> |
| 3                 | Enterprises with over 250 employees that operate in the processing and reworking industry  | ISO 45001 certificate or an EMAS validation   |

\*) In specific individual cases it may be necessary to assign category 3 status to small and medium-sized enterprises which primarily perform high-risk activities (e.g. chemical or process-engineering operations, galvanizing operations, operations involving a high degree of mechanical production). If it is unclear how a supplier is to be classified, or if Siemens takes the view that a supplier should be classified in category 3, occupational health and safety specialists must be consulted.

\*\*) In specific individual cases, a classification at category 3 may be necessary (e.g. in the case of large, multinational software companies, etc.). If it is unclear how a supplier is to be classified, occupational health and safety specialists must be consulted.

| Enterprise category | Headcount: annual work unit (AWU) | Annual turnover  | or | Annual balance sheet total |
|---------------------|-----------------------------------|------------------|----|----------------------------|
| Medium-sized        | < 250                             | ≤ EUR 50 million | or | ≤ EUR 43 million           |
| Small               | < 50                              | ≤ EUR 10 million | or | ≤ EUR 10 million           |
| Micro               | < 10                              | ≤ EUR 2 million  | or | ≤ EUR 2 million            |

Source: Definition of the European Commission [https://ec.europa.eu/regional\\_policy/sources/conferences/state-aid/sme/smedefinitionguide\\_en.pdf](https://ec.europa.eu/regional_policy/sources/conferences/state-aid/sme/smedefinitionguide_en.pdf)