

# Directive on health & well-being

Status September 2024

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## **I. Preamble:**

As a sustainable aluminium company, the apt Group strives for a culture that is characterized by responsibility, professionalism and solution orientation. Our values, including respect, responsibility, trust, professionalism and integrity, form the foundation of this culture.

Our aim is to empower our employees to actively shape their professional lives and create a productive and motivating environment in which it is a pleasure to work. This enables us to attract young talent, counteract demographic change and the shortage of skilled workers and promote and develop a diverse workforce in which everyone feels included. In order to meet this requirement, our organizational structure in the area of Human Resources is strongly positioned locally and regionally. In addition, key issues relating to social concerns and working conditions with regard to sustainability are discussed and decided at the highest level. The Corporate Social Responsibility (CSR) department plays a central role in managing all sustainability issues within the Group.

## **II. Our philosophy**

The apt Group attaches great importance to occupational health and safety. Through outstanding performance in these areas and our dedicated care for our employees, we strive to have a positive impact on their satisfaction and performance.

Our vision of "zero accidents" reflects our firm belief that every accident at work is preventable. This commitment to occupational safety is firmly anchored in our company policy.

## **III. Scope of application**

This directive applies to all our employees throughout Europe.

## **IV. Objectives**

Our initiative aims to help our employees develop healthy behaviours and create a work environment that supports their health and promotes harmony. The overarching goal is to strengthen the health literacy of our workforce so that they can better understand the factors influencing their health and address them more effectively in order to ultimately improve their health.

## **V. Responsibilities**

Promoting a culture of health and well-being is a fundamental management task. We expect our managers to create a working environment that promotes health in the long term. We also expect our employees to take responsibility for their own health and to promote respectful cooperation.

This policy is implemented in all areas of the apt Group and monitored by the HR departments and the management team of the apt Group.

## VI. Basic elements of apt culture for health and well-being

- apt strives to create a working environment characterized by mutual respect and trust. In doing so, we recognize the importance of the workplace as an important platform for prevention. Through our commitment to the health and well-being of our employees, we also make a social contribution to the promotion of health.
- A key aspect of our management responsibility is to create a supportive corporate culture that enables employees to live healthily and feel good.
- We strengthen the health literacy of our employees through various development opportunities, including training courses that promote a culture of mutual respect, openness, honesty and trusting cooperation.
- We are committed to creating a sense of belonging among all our employees and offering them a safe workplace where they are treated fairly. We want to establish a team culture in which all employees are respected, valued and can show their authenticity.
- As part of our risk management, we regularly analyse and report on relevant health risks and adapt our preventive measures accordingly.
- We work with business partners to promote compliance with this policy and ask all suppliers to implement the principles of the apt Group Supplier Code of Conduct.

This directive was adopted on 01.09.2024.



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