

Occupational Health and Safety Policy

Miele is an independent, value-oriented, and tradition-conscious family business that is equally committed to its employees, customers, business partners, and the public. Sustainability is an integral part of our corporate philosophy of "Immer Besser" and is reflected in our daily actions.

This occupational health and safety policy defines binding principles for proactive and safety conscious behavior and serves as a guideline for all employees, managers, and partners. It forms the basis for our occupational health and safety management system in accordance with ISO 45001 and helps us to minimize risks and exploit opportunities for sustainable development.

The occupational health and safety policy is embedded in the Group strategy and forms the framework for our occupational health and safety management goals. It forms the basis for our occupational health and safety management system in accordance with ISO 45001 and helps us to systematically manage occupational health and safety aspects, minimize risks, and seize opportunities for sustainable development.

In addition, we are committed to the following principles and guidelines:

- We are committed to complying with all applicable legal requirements, as well as other relevant occupational health and safety regulations and standards.
- The safety and health of our employees are our highest priority. Through preventive measures and the promotion of a strong safety culture, we actively prevent workplace accidents, injuries, and occupational illnesses.
- We are committed to the continual improvement of our Occupational Health and Safety Management System and consider feedback from employees and other relevant interested parties in this process.
- We encourage the active participation and consultation of our employees and foster open communication to strengthen our safety culture and support the continual improvement of occupational health and safety.
- We provide the necessary resources, information, training, and work equipment to ensure a safe and healthy workplace and to enable our employees to perform their duties safely and responsibly.
- Occupational health and safety is an integral part of our business processes. We incorporate occupational health and safety considerations into all activities and projects, proactively identify and manage risks, and engage business partners and contractors in our occupational health and safety efforts.

The implementation of this occupational health and safety policy is the responsibility of all Miele managers and employees. The management regularly reviews the appropriateness and effectiveness of the occupational health and safety policy and the occupational health and safety management system. The occupational health and safety policy is a living document that is regularly adapted to new challenges and developments.

Version: July 2026

Responsible: Victoria Weyers (Central Representative for Safety & Health at work)



Dr. Stefan Breit
Executive Director Technology



Stefan Koss
Executive Director Finance and Administration