

Public
Group Policy

DEKRA EHS Policy

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Department: Environment, Health and Safety



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1 Introduction

Our vision is to be your global partner for a safe, secure and sustainable world.

We believe that everyone should go home safe — from our sites, our clients' sites, and every journey in between. People are our primary focus: each individual should be able to work to the best of their ability and return home unharmed.

Our commitment to safety extends to our environment, as we believe that sustainability is an integral part of our company values. We are particularly committed to climate protection and support the targets of the Paris Climate Agreement.

Managers act as role models and safety leaders, and we engage all employees to take personal responsibility for their own safety, the safety of others and the environment. Our working relationships are characterized by mutual respect, trust, collaboration and open communication.

2 Purpose & Scope

This policy defines how DEKRA protects people and the environment, complies with legal requirements and operates responsibly across all locations and business activities.

This policy applies to all companies in the DEKRA Group (DEKRA e.V., DEKRA SE and all dependent subsidiaries and affiliated companies). For the purposes of this policy, implementation and accountability are managed through a Global-Regional-Country-Legal Entity operating model:

- **Global (Group):** sets the minimum Environment, Health and Safety (EHS) requirements and governance for the DEKRA Group.
- **Regional:** provides oversight, coordination and support across countries in the region and ensures consistent application of Group requirements.
- **Country:** ensures national legal compliance and country-specific implementation across all sites and activities in the country.
- **Legal Entity:** owns the local EHS management system, procedures and resources needed to implement this policy within its operations.

A dependent subsidiary is a company which DEKRA SE is able to either directly or indirectly exercise a controlling influence over.

In addition to employees, this policy also applies to contractors and is relevant to clients, partners and visitors where our activities may affect them.

Local legal requirements: Where national, regional or local legal requirements (or other binding obligations) are stricter than this policy, the stricter requirement applies. Where this policy is stricter than local requirements, legal entities must implement this policy as the Group minimum standard.

3 Leadership Commitment

At DEKRA we care about our people and our planet. We commit to providing safe and healthy workplaces, protecting the environment, complying with the law and contributing to a more sustainable world. We empower and designate individuals and governance forums who are accountable for safety and environmental matters at Group, regional, country and legal entity level. Working relationships are based on mutual respect, trust and open communication, where speaking up about safety is natural. We challenge ourselves to improve continuously and build a culture that benefits our employees, customers and communities.

4 Roles & Responsibilities

To fulfil this policy, responsibilities are defined across the Global–Regional–Country–Legal Entity operating model:

- **All employees, contractors and other workers under our control** follow this policy and local procedures, work safely, protect the environment, stop unsafe work where necessary, and report hazards, near misses and incidents.
- **Line Managers and Supervisors** act as role models, ensure risk controls are implemented, provide instruction and resources, and verify that work is planned and executed safely in their areas of responsibility.
- **EHS function (Group / Regional / Country / Legal Entity)** provides competent advice, supports legal compliance and risk management, defines and deploys standards and tools, and drives performance monitoring and continuous improvement.
- **Legal Entity Managing Director / Management Team** is accountable for implementing this policy within the legal entity, ensuring adequate resources and competence, maintaining the EHS management system and legal register, and reviewing performance and corrective actions.
- **Executive Committee (EXCOM)** sets strategic direction and ensures Group-level governance for EHS and climate, including assigning ultimate accountability (e.g., the Group CFO for environmental and climate topics) and ensuring appropriate oversight and resources.
- **Regional Management** ensures consistent deployment of Group requirements across the region, reviews regional performance and high-risk issues, and supports countries and legal entities with capability, coordination and resources where needed.
- **Country Management** ensures national legal compliance, coordinates EHS implementation across all legal entities and sites in the country where applicable and escalates significant risks and incidents through the defined governance channels.

Governance and escalation: Legal entities report EHS performance and significant events through their country and/or regional structures as defined, with escalation to Group governance for severe incidents, material environmental events, and systemic non-compliance.

5 Our EHS Policy Commitment

We commit to:

- Complying with all applicable legal and other requirements relevant to our occupational environmental, health & safety (EHS) impacts. This policy does not release any legal entity from compliance with applicable national, regional or local legislation and other binding obligations.
- Preventing work-related injuries, ill health and environmental harm.
- Providing safe and healthy workplaces, equipment and systems of work. All employees are provided with personal protective equipment, if a hazard in the workplace cannot be completely ruled out.
- Ensuring employees receive at least annual instruction based on risk assessments and possess the knowledge required to act safely and responsibly.
- Ensuring emergency plans are in place for workplaces and enough first aiders are available where necessary.
- Eliminating hazards and reducing EHS risks.
- Capturing and reporting incidents, near misses and hazards through appropriate channels to support learning and prevention.
- Using energy, water and materials efficiently and managing waste responsibly.
- Achieving net zero greenhouse gas emissions globally, to refrain from investments in the expansion of fossil-fuels and to not fund climate-denial activities or lobbying against climate regulation.
- Consulting and involving our people in EHS and encouraging active participation.
- Communicating this policy to workers and making it available to interested parties.

6 Performance, Objectives & Continuous Improvement

We work continuously to improve our EHS performance. As part of this commitment, our vision regarding occupational health and safety is to achieve zero occupational accidents. We have set a target in our DEKRA 2030+ strategy to reduce the Lost Time Injury Rate (LTIR) on Group level to below 0.5 by the end of 2030. This measurable objective demonstrates our dedication to creating a safe workplace for all employees. To achieve continuous improvement, we:

To do this, we:

- Set measurable EHS objectives, targets and KPIs at Group level and cascade them, as applicable, to regional, country and legal entity level.
- Monitor, review and report performance regularly through defined legal entity, country, regional and Group governance channels.

- Integrate EHS considerations into business planning and decision making.
- Learn from incidents, near misses, the identification of serious injury and fatality potential (SIFp), corrective measures implementation and audits.
- Promote innovation and best practice across our operations.

To underscore our science-based 1.5°C target for 2030, we set the environment and climate target in our DEKRA 2030+ strategy to reduce greenhouse gases in scope 1 and 2 by 25% and scope 3 by 12.5% by the end of 2030 compared to 2025. To achieve this target, we have set the objectives to further expand renewable energy sourcing, increase energy efficiency, reduce single-use materials and promote circular practices. The most important measure for achieving this target is the internal carbon price. In the area of environmental and sustainability services, we have set ourselves the DEKRA 2030+ target of increasing revenue from energy transition and ESG services from €350 million in 2025 to €450 million in 2030. To achieve this target, we aim to lead in inspection and certification of business practices that make the transition to 'everyday' sustainability possible by expanding and developing environmental services.

EHS performance and leadership targets are defined in supporting documents and reviewed annually.

7 Supporting Documents

This policy is supported by a document hierarchy that enables consistent global requirements with appropriate regional and local implementation:

- **Group standards** define mandatory minimum requirements, tools, reporting expectations, and definition section.
- **Regional frameworks** provide coordination and region-wide requirements where applicable (e.g., regional regulatory themes, shared services, training or reporting).
- **Country annexes** describe country-specific legal requirements, authorities and expectations (including a legal register approach) and how they map to Group standards.
- **Legal entity procedures and local/worksite instructions** define how requirements are implemented in day-to-day operations, including risk assessment, training, incident reporting, emergency preparedness and contractor management.
- **Sustainability reporting** and other **management system documentation** provide additional performance, leadership and assurance requirements.

8 Review & Approval

This policy is reviewed periodically to ensure its continued suitability and alignment with our strategic direction and ISO requirements. The Group Representative & Head of Environment, Health and Safety is responsible for maintaining this policy and coordinating input from regions, countries and legal entities, with approval in accordance with Group governance.

Document Control

Responsible Department	Environment, Health and Safety
Created by	Ines Keller
Reviewed by	Sebastian Blair
Manager Approval	Fatih Yilmaz
Board Approval	Wolfgang Linsenmaier

Version History

Date	Version	Name of editor	What has changed?
2024-05-31	4.1	Ines Keller	Migrated
2026-April	5.0	Ines Keller	-Removed duplications -Reviewed content for clarity -Added new targets -Updated the document structure

