



**READ AND SIGN**  
Revision: 0 | Issued: 05.08.2025

## **Notification of Change – Amendment H&S\_2025\_01** **Effective: 05.08.2025**

**Manual:** DHS Health & Safety Manual (H&S)

**Chapter:** 2 – Scope of H&S Manual

**Next Revision:** H&S Manual V3R0

**Amendment Ref.:** H&S\_2025\_01

Dear all,

please be informed that the legal framework section of the DHS Health & Safety Manual has been updated.

This update clarifies the applicable German occupational health & safety laws and explicitly includes the collective agreement (Tarifvertrag) for ground handling services. The amendment ensures legal alignment and highlights the precedence of local legislation over internal standards where applicable.

This change is effective immediately and will be included in the next official manual revision. Please review the summary below and confirm receipt via Read & Sign.

Best regards,  
Dominika



**Type of Change:** Clarification and expansion of legal framework (Chapter 2)

**Purpose of Change:**

- Ensure legal clarity and relevance of policies
- Reference German collective agreement (Tarifvertrag)
- Improve audit readiness and transparency
- Align with legal obligations in Germany

**Reference / Reason:**

Occupational Health & Safety legislation in Germany, internal compliance requirements.

**Key Elements:**

- German laws explicitly referenced (e.g. ArbSchG, ArbZG, MuSchG, etc.)
- DGUV Regulation 1 included
- New note on precedence of local legislation
- Clarification that working conditions follow the Tarifvertrag and not e.g. MiLoG

**Note to users:**

N/A

**Full Chapter Text:**

**Section 2. – Scope of the Health & Safety Manual**

**Intent**

The corporate Health and Safety Manual provides policy and guidance on managing occupational health and safety issues. The manual defines a baseline standard which must be adapted to meet local legislation and operational realities

**Purpose**

The purpose of this manual is to provide an overview of DHS's hierarchy of occupational health and safety Policies and set parameters and standards that are to be applied, ensuring alignment with applicable national legislation. DHS is fully committed to a process of continual improvement to ensure safe systems of work are available to safeguard its operational activities, employees, and customers alike.

It is accepted that legislation relating to occupational Health & Safety varies between Regions, this manual sets out company-wide policies to be implemented in compliance with applicable local laws. Of course full compliance may take differing periods of time dependent upon local conditions and legal requirements.

**Legal Framework**



DHS complies with the following legal frameworks:

1. Occupational Health and Safety Act (ArbSchG)

 <https://www.gesetze-im-internet.de/arbschg>

2. Occupational Safety Specialists and Occupational Physicians Act (ASiG)

 <https://www.gesetze-im-internet.de/asig>

3. DGUV Regulation 1 (Principles of Prevention)

 <https://publikationen.dguv.de/widgets/pdf/download/article/2909>

Additional legal frameworks relevant for operational settings:

4. Working Hours Act (ArbZG)

 <https://www.gesetze-im-internet.de/arbzg>

5. Maternity Protection Act (MuSchG)

 <https://www.gesetze-im-internet.de/muschg>

6. Workplace Ordinance (ArbStättV)

 [https://www.gesetze-im-internet.de/arbstaettv\\_2004](https://www.gesetze-im-internet.de/arbstaettv_2004)

These form the legal basis for all risk assessments, training obligations, and safety procedures at DHS.

**Note:**

Employment conditions such as working hours, rest periods, compensation, and wage structure are governed by the Collective Agreement (Tarifvertrag) for ground handling services in Germany. This agreement supersedes general statutory provisions like the Minimum Wage Act (MiLoG) or standard working time rules.

**Important:**



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- **Local legislation must be observed in parallel to this document. If, at any time, local legislation is more definitive or stringent, it MUST take precedence and full compliance must be ensured.**
- **Compliance with the manual shall be mandatory, and the specific responsibility of local management. You should therefore familiarise yourself with its key provisions.**

The Health and Safety Manual is designed to be a living document and amendments are issued on a regular basis.

This applies to all employees, including temporary staff and external contractors.

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