



## Policy

### for environment, occupational health and safety

As a company that does business worldwide, we strive to harmonise our business success with responsible-minded conduct in relation to people, society and the environment. We are also fully aware of our responsibility with regard to global, long-term challenges such as demographic change, climate change and the limited availability of resources.

With our clear goal of sustainable business development, we carefully balance out economic, ecological and social requirements, and we face up to our social responsibilities by complying with our own Code of Conduct. We offer our customers reliable, high-quality, environmentally-friendly products, which are manufactured in accordance with the relevant industrial health and safety regulations. We work continuously on improving the measures that are aimed at strengthening our social and ecological commitment. Our activities in this field are supported by internationally recognised management systems.

#### The principles behind our work:

- › Social and ecological responsibility are core objectives of our company.
- › Occupational safety, health and environmental protection constitute an integral part of all leadership roles.
- › Providing safe workplaces and working conditions that protect employee health by helping avoid work-related injuries and illnesses.
- › Continuous improvement program to ensure occupational safety, and to protect health and the environment.
- › Reducing the impact on the environment caused by our products and processes, where economically viable and technically feasible.
- › Efficient use of environmental resources and energy.
- › Prioritising waste avoidance over waste separation and disposal.
- › Compliance with all obligations to uphold occupational safety, health and the environment (legal and other regulations).
- › The relevant national standards constitute our minimum requirements in this context.
- › Creating and promoting mutual trust by engaging in dialogue with all parties involved, and internally with our employees and their representatives in particular.

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