

Social, Environmental and Energy Policy

The social, environmental and energy policy is the guideline for our whole company. Apart from aiming for customer satisfaction, high quality, product safety and the protection of our employees from work accidents, we consider the preservation of the nature, continuous reduction of energy consumption as well as the adherence to ethical principles, both in-house and with business partners, as one of our main tasks and therefore act according to the following principles:

- Compliance with environmental and energy-relevant provisions as well as requirements of approvals and **customer's requirements**.
- Provision of necessary information and resources to achieve the **environmental and energy objectives**.
- **Training and motivation** of our employees to continuously **improve** our processes and procedures are vital for our company.
- Impact on the environment is reduced through by actions for **efficient use of resources**, use of **renewable energies** as well as **low-emission and low-waste production** techniques and by constant monitoring and measurements.
- The planning and procurement of new facilities, processes and services take energy aspects into account and are designed as optimally as possible (**energy efficiency**).
- **Reduction of noise emissions** in all areas.
- **Conserving resources (minimising water consumption)** and avoiding contamination (**maintaining air and water quality**).
- **Responsible handling** of chemicals to avoid negative environmental impacts.
- Communication with our customers, suppliers, authorities and employees for the **continuous improvement** of our environmental performance is our persistent aim.
- We take preventive measures to **reduce undesirable environmental** impacts flora (ecological land use to preserve soil quality and avoid deforestation) and fauna (animal welfare, preservation of biodiversity).
- Our waste management system prioritises from **waste prevention**, to **reuse**, to **recycling**, to **energy recovery** and, if necessary, to proper **waste disposal**.
- **No deployment of child labour** in the whole supply chain.
- Upholding the integrity of our company through proper behaviour of staff towards business partners (**no corruption, fair competition**).
- **Tolerance and equal opportunity** regardless of age, gender, origin or religion.
- Preserving the **confidentiality of information** (especially information of our business partners)
- Compliance with foreign trade, export controls and customs regulations
- Compliance with **social standards** (minimum wage, working time arrangements, use of conflict minerals, etc.)
- Regular monitoring of the company's **CO₂ footprint** and the products it produces (annual climate balance) with the aim of continuously **reducing emissions** (Decarbonisation).

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