

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:

- The continuous improvement of our processes and procedures, ensured by regularly defined environmental and energy targets, their examination and realisation by environmental and energy programmes, are a permanent duty and obligation for our company.
- Compliance with environmental and energy-relevant provisions as well as requirements of approvals and customer's requirements.
- Impact on the environment is reduced through efficient use of resources as well as low-emission and low-waste production techniques and through constant monitoring and measurements.
- Provision of necessary information and resources to achieve the environmental and energy objectives.
- Communication with our customers, suppliers, authorities and employees for the continuous improvement of our environmental performance is our persistent aim.
- Training and motivation of our employees to continuously improve our processes and procedures are vital for our company.
- We take preventive measures to reduce unwanted environmental effects in the context of possible malfunctions.
- Our environmental targets and the associated formulated programmes are embedded in corrective and preventive actions as well as in our internal auditing procedures to ensure application, suitability and effectiveness of our environmental management system and to ensure compliance with environmental regulations.
- 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.)

More information about social requirements for employees of Willi Elbe Group are available in the internal code of conduct.

These principles will be evaluated annually by the management on continuing suitability and communicated to every employee personally by his superiors. Each supervisor has the duty, also through personal example to staff to abide by these policies and to lead and motivate and to ensure that social and environmental policy is communicated and understood.

The management encourages all individual initiatives of employees which serve the practical implementation of social and environmental principles.

A blue ink signature of Christoph Gusenleitner, written over a horizontal dashed line.

Christoph Gusenleitner
Managing Director:

Tamm, 2021/03/01