

## Environmental Policy

- Environmental aspects and prevention of environmental impact are major requirements for product development, process management and handling of waste. That way we can actively influence our environmental performance.
- We strive to reduce our consumption of energy and resources and be as environmentally friendly as possible to contribute to national and international climate protection efforts.
- This applies for the processes and material input in our company as well as for our suppliers who are chosen and supervised accordingly.
- Our products and services support our customers in reducing their use of resources, for example, through lower emissions, less material consumption or more efficient energy utilization.
- We are fully aware of our social responsibility and in particular support all measures to ensure sustainability.

What all elements of our management system have in common is that:

- We comply with the laws, ordinances and rules as well as with the constraints, internal requirements and other obligations that are relevant to us.
- We train, develop and promote our staff in terms of expertise, assumption of responsibility and ethical standards.
- We set clear rules and standards (through documented processes, tools and methods, workplace design and material flow) with the claim to attain a high level of international harmonization.
- We systematically monitor compliance with rules and standards (audits, certification), immediately rectify deficiencies and draw the consequences when our principles are violated.
- We continuously develop our processes including with regard to the effectiveness of the management system. Corresponding key figures and a holistic approach to processes of change (e.g. ProHBM) and methods for enhancement support us in doing so.
- We openly communicate our corporate goals and policy and expect that all persons working for us or on our behalf actively support these.