

# Policy for quality, environment and occupational safety

(in accordance with DIN EN ISO 9001:2015, 14001:2015, and 45001:2018)

**Quality, environmental protection, and occupational safety** play a central role in our company's philosophy and daily practice.

We are aware that our activities have an impact on our customers, employees, the environment, and society. We therefore consider it our duty to **systematically manage these impacts, minimize risks, and seize opportunities** to ensure **customer satisfaction, employee safety, and environmental protection**.

## Our self-image

We are committed to operating an **integrated management system** that meets the requirements of **ISO 9001, ISO 14001, and ISO 45001**. This system is integrated into all business processes and forms the basis for the planning, implementation, monitoring, and improvement of our activities.

Our guiding principles are:

- **Quality:** We ensure that our products and services reliably meet the requirements of our customers, legal regulations, and internal standards.
- **Environment:** We regularly identify and evaluate our environmental aspects and take measures to avoid or minimize negative environmental impacts.
- **Occupational health and safety:** We create safe, healthy, and ergonomic working conditions and actively promote awareness of safety, health, and well-being among all employees.

## Our commitments

1. **Customer satisfaction:** We are committed to understanding and meeting our customers' requirements and to continuously increasing their satisfaction.
2. **Law and ethics:** Compliance with all applicable legal, regulatory, and voluntary obligations is a matter of course for us. Where possible, we go beyond these requirements.
3. **Risk-based approach:** We regularly analyze risks and opportunities with regard to quality, the environment, and occupational health and safety, and derive preventive measures.
4. **Participation:** Our employees are an integral part of the management system. They are empowered to take responsibility, contribute suggestions for improvement, and act safely and in an environmentally conscious manner.
5. **Continuous improvement:** We systematically promote the further development of processes, products, services, and management methods in order to increase the performance and sustainability of our organization.
6. **Leadership and responsibility:** Our managers are committed to contributing to the implementation of this policy through example, clear communication, and active support.
7. **Resources:** We provide all the necessary human, technical, and financial resources to achieve the defined goals.

## Implementation and review

Our policy is implemented through the **integrated management system** and regularly reviewed for **suitability, appropriateness, and effectiveness**.

This is done through **internal audits, management reviews, and continuous performance analysis** based on defined key performance indicators.

The results form the basis for new **goals, programs, and measures** that contribute to the continuous improvement of our quality, environmental, and occupational health and safety performance.

This policy is binding for all employees, is communicated, regularly reviewed, and is publicly available to all interested parties.



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