

# Safety, health, environment and quality policy (SHE-Q policy)

## Our principles

- Safety, health, environmental protection and quality are the fundamental principles behind all our business activities
- We actively promote the safety and health of our employees
- We appreciate and support our employees as our most important resource
- We protect our environment
- We offer our customers safe, high-quality products and services
- We help our customers to realize their goals

## Our vision

- Zero accidents
- Continuous zero-error strategy in all areas of the company
- Personal sense of responsibility for SHE-Q among all employees
- Conscientious use of resources
- Economic, environmental and social sustainability at all levels
- Excellent service and outstanding quality in the global target markets of Europe, Asia-Pacific and the Americas

## Our promises and commitments

- We commit ourselves to comply with applicable laws, regulations, requirements of certified standards as well as industry-specific and internal company standards.
- We commit ourselves to continuously improve our quality management system.
- We are committed to continuously reviewing and developing the SHE-Q policy and the claims stated therein. We ensure that the necessary information is available and that the resources, expertise and educational opportunities are available to meet the claims.
- We are committed to continuously improving our processes, product quality, occupational safety, environmental sustainability and energy-related performance, and to actively minimize associated risks.
- When procuring products and services, we look for the best possible balance between economy, ecology and social aspects.
- We ensure safety, efficiency, environmental compatibility and low energy consumption in the development, use and disposal of our products and in the operation of our plants.
- We work together with our customers, contractors and business partners to comply with the SHE-Q policy.
- We maintain guidelines for safety, health, environmental protection and quality in the entire organization.
- We demand and foster a forward-thinking approach and action by all employees.
- We constantly pursue excellent quality.

This policy is the basis of our company strategy and is regularly reviewed by the Management Committee.

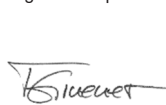
**Dr. Michael Riedel**  
CEO



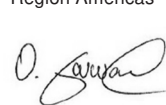
**Nils Bender**  
CFO & IT



**Tobias Gruener**  
EVP Business  
Region Europe



**Olaf Vorwald**  
EVP Business  
Region Americas



**Victor Liu**  
EVP Business  
Region Asia-Pacific

