

## HSE POLICY

Guidelines on occupational safety, environmental and energy policy<sup>1</sup>

Environmental and employee-oriented corporate governance is part of our corporate policy<sup>2</sup>. As we are fully aware of our comprehensive responsibility, we are committed to our employees, the economy and ecology in equal measure. Our actions are based on the following framework:

### **RESPONSIBILITY FOR ENVIRONMENTALLY FRIENDLY PRODUCTION**

- We develop and manufacture our products in such a way that they are ecologically safe, recyclable and thus have the least possible impact on the environment.
- We strive to minimise energy consumption, emissions, wastewater, waste generation and the amount of auxiliary and operating materials we use. We also apply environmentally compatible manufacturing processes and materials and use resources sparingly. Waste is recycled wherever possible and our wastewater is treated.
- We attach great importance to environmental standards and energy efficiency throughout the supply chain and across the entire life cycle of our products. This includes procuring auxiliary and operating materials as well as equipment and the operation of our plants.
- We continuously strive to improve our environmental performance.

### **RESPONSIBILITY FOR OUR EMPLOYEES**

- We are committed to providing safe and healthy working conditions for every employee in order to prevent work-related injuries and illnesses. We promote this with our "10 Golden Safety Rules".

### **ORGANISATION/UNDERSTANDING OF LEADERSHIP**

- Occupational safety and environmental protection are part of our integrated management system. Risks and opportunities are systematically identified in this process – we reduce risks and make use of opportunities. All points are firmly integrated into the company's continuous improvement process and offer every employee the opportunity to contribute.
- It is the task of all managers to promote understanding, open-mindedness and a sense of responsibility among employees and to create the conditions for practically implementing these criteria. Training and motivation measures for our employees include occupational safety and environmental protection as an integral part, so that they can act competently and responsibly

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<sup>1</sup> HSE (Health, Safety and Environment - at OF stands for: Occupational Safety, Environment and Energy)

<sup>2</sup> See Management Manual

in accordance with these HSE guidelines. The aim is to actively involve all employees in occupational safety and environmental protection.

### **CONFORMITY AND COMMUNICATION**

- We undertake to comply with the laws and regulations relevant for us as well as with authority requirements to the best of our knowledge and belief; for us this is a basic criterion.
- We take into account the requirements of interested parties on a regular basis. We are always in factual and trusting dialogue with all parties involved.
- The top management regularly reviews and evaluates the effectiveness of this HSE policy and our management systems. The HSE policy is communicated to employees and made available to the public.

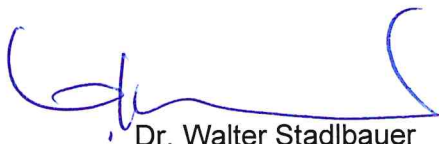
In order to be able to complete these tasks, the top management provides the necessary personal, material and financial resources.

### **SCOPE OF APPLICATION**

- OTTO FUCHS KG
- OTTO FUCHS Surface Technology GmbH & Co KG
- OTTO FUCHS Dülken GmbH & Co KG

This HSE policy comes into force for all employees and persons working on behalf of OTTO FUCHS at the time of signing and is made available in appropriate form.

### **OTTO FUCHS KG**



Dr. Walter Stadlbauer  
Chief Executive Officer



Thomas Kastranek  
Environmental Protection & HSE Management