

Corporate policy

Our **corporate policy** is focused on the long-term advancement of existing business relations and the growth potentials of new products in accessible market niches. To this end, we regularly and systematically review and evaluate our business environment for potential, opportunities and risks.

We seek to pursue our >>**corporate goals**<< on the basis of legally compliant corporate management and to meet our responsibility for sustainable corporate development vis-à-vis our shareholders, employees, but also our business partners and our environment.

Our >>**Code of Conduct**<< defines the principles and standards with reference to internationally established ESG-standards regarding environmental, social and legal standards and regulations, we impose on ourselves and governs our dealings with our business partners. The >>**leadership model**<< we developed reflects our standards and our expectations when it comes to the success-oriented cooperation of all employees.

Our company's proximity to the city means that we have a special responsibility for implementing an environmental policy specific to our location that also involves the relevant authorities and for ensuring transparency vis-à-vis the interested public. Our >>**environmental, energy and climate policy**<< follows important guidelines.

We see **occupational safety** as one of our responsibilities. Safety in the workplace is our priority! It is our goal to achieve a high standard of safety in the handling of our machines and systems with the active involvement of our employees. Risks are to be identified and minimised early through a variety of measures, such as an occupational safety working group, hazard analyses and regular inspections and medical check-ups for employees.

We are committed to high quality standards to meet the high process and product requirements of our customers in the long term. In our >>**quality policy**<< we describe the principles underlying our understanding of quality, which are the basis for lowest defect ratios, high supply availability, the improvement of existing products as well as the development of new products and applications.

As part of our **integrated corporate management** approach, we regularly check the organisation for compliance with new legal principles and regulations, identify any need for action and ensure legal conformity by taking appropriate organisational measures.

Eppstein, January 2022



Managing Director/CEO