

## Guideline on quality, health, safety and environmental protection

With our Integrated Management System, which is certified according to ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018, we are committed to maintaining the high quality, safety, health and environmental (QGSU-) standards that are lived and continuously developed at Tribotecc.

We consider both the high quality of our products for our customers, environmental protection, i.e. water pollution control, immission control, soil protection and waste management, and health and safety at work (SGA), i.e. occupational health and safety, product safety and plant safety, as a high obligation and place them on an equal footing with the economic goals of our company.

Through the continuous optimization of our management, product and process development, as well as through many preventive measures and ongoing controls, we ensure the consistent continuation of our high quality standards. At the same time, we also ensure that safe working and health conditions are created for our employees and that an improvement in environmental performance is achieved.

To this end, we use state-of-the-art processes and equipment in our plants, which are regularly monitored and checked by us with regard to functionality, performance, occupational safety and environmental compatibility.

We use the information gained from this to improve the plants in such a way that to operate and optimize the best possible quality for our customers and the safety of our employees, while at the same time ensuring that the environment is polluted as little as possible.

As a basic prerequisite for continuous improvement in the company, we rely on responsible employees who actively contribute to the company's success according to the principles of the QGSU guidelines.

As we feel committed to the ecological, social and economic interests of the region of our locations, we strive to implement measures in harmony with society and our environment.

This also includes maintaining contacts with the neighborhood and informing them about our activities at the production sites; in this way, we want to reduce any uncertainties that may exist about alleged activities that are harmful to people and the environment.

Our commitment to quality, health, safety and the environment is also reflected in the fact that our measures sometimes go beyond official requirements or the legal framework without, however, losing sight of them:

For us, environmental protection and safety mean acting in full compliance with laws, ordinances and official regulations.

We strive to seek an open exchange of information with the authorities and to work cooperatively on the environmental and safety tasks to be solved.

We see the reduction or avoidance of environmental pollution in the manufacture, storage, transport, use and subsequent disposal of our products as a goal and constant challenge for research, development and production.

We use raw materials and recyclable waste as far as possible and use energy sparingly to relieve the environment and conserve resources. In the case of non-recyclable waste, we ensure that it is disposed of in accordance with the law and without causing damage.

We continuously improve the level of knowledge of our employees through a variety of measures such as factual information, recurring training and regular instruction.

We inform our customers comprehensively about the safety- and environmentally relevant properties of our products and work continuously on improving our knowledge about them. In the spirit of the integrated management approach and the Plan-Do-Check-Act (PDCA) cycle, we strive for continuous improvement of our quality, health, safety and environmental standards by placing great emphasis on the involvement of all our employees and by actively living important components such as the improvement suggestion system MDM ("Employees think ahead").

For the Tribotecc GmbH

DI Thomas Bayer

Quality, health, safety and environmental manager

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