

## Company policy

The foundation of our company is to consistently provide top quality performance in accordance with occupational health, safety and environmental protection.



### Employees

Satisfied and motivated employees are instrumental in leading us to success. Our commitment to protecting the well-being of our employees is paramount. Hence, we prioritise preventative measures in occupational health and safety, along with the provision of high-quality, state-of-the-art technical equipment. Moreover, our employees undergo comprehensive external and internal training programs. These encompass various topics within the entire spectrum of our work and incorporate ethical principles. We explicitly honour cultural nuances, religious beliefs, and diverse worldviews, advocating for non-discriminatory treatment, including in relation to gender and origin. This approach enables us to establish a conducive and secure working environment.

### Customers

Our customers are our partners. Our objective is to maximize our customers satisfaction by providing excellent services in terms of quality, technology and on-time delivery. We achieve this through working closely with customers, exchanging information and experience to achieve optimal results with transparency and reliability at the forefront.

### Laws and binding obligations

We committed ourselves to comply with applicable law, government regulations and professional requirements. Additionally, we enter into internal commitments, such as compliance guidelines relating to ethical and moral values. We respect these and adapt our processes in accordance with applicable laws, regulations and established principles and values.

### Continuous improvement

We are constantly optimising our business processes. This includes simplifying various processes through the use of digitalised and automated solutions as well as asking our business partners and employees for objective criticism. In doing so, we are mindful of identifying and evaluating deficiencies and initiating measures whilst reviewing their effectiveness.

### Environment

We are committed to environmental protection. In addition to compliance with applicable laws, this also includes the resource-conserving use of energies and raw materials. We endeavour to minimize waste, emissions and environmentally harmful substances. As a climate goal, we intend to be CO<sub>2</sub>-neutral by 2030 and are counting on the support of our partners and employees in this regard.

### Information security, data protection

We undertake to comply with the regulations and principles of data protection and information security, both towards to our business partners and as well as employees. The commitment to confidentiality and integrity is a basic prerequisite for any cooperation.