

## Environmental and sustainability policy

### **Safety and environmental protection:**

All necessary preventive measures are taken to ensure the safety of our employees. Any defects that occur can and should be reported by any employee at any time. As far as circumstances allow and it is technically feasible, they will be eliminated immediately.

We treat the resources necessary for the production of our products with care. We are committed to protecting the environment in the interest of present and future generations. In our activities, I respect the regulations that have been issued to protect the environment.

*Excerpt from the mission statement*

We strive to fulfill our **responsibility for the environment and society**, which is anchored in the HEULE mission statement, through the following concrete measures:

### **Identify and avoid negative environmental impacts**

We review and control our operations and processes to minimize potential negative environmental impacts as well as energy and resource consumption.

When developing new products and using new operating materials, we assess their environmental compatibility. Our goal is to avoid pollution of the environment.

### **Legal obligation and requirements**

In addition to the requirements of this environmental policy, the basis of our corporate actions are the local laws and regulations.

### **Involvement of employees**

With the help of the Code of Conduct, we instill a strong environmental awareness in our employees. Our managers act as role models in this respect. We also motivate our employees to contribute their own ideas in environmental matters and to participate in their implementation.

### **Continuous improvement**

We continuously improve our environmental performance with appropriate use of resources. As part of annual management assessments, the management reviews the suitability of the environmental policy, its compliance and the functionality of the environmental management system. We take account of changing conditions in environmental protection by adjusting objectives and developing and implementing appropriate measures.