

# Sustainability Policy

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## Preamble

This Sustainability Policy is the basis for the standards of the Kesseböhmer Group, hereinafter referred to as Kesseböhmer, with respect to economic, ecological and social responsibility. The objective of this policy is to create a collective, conscientious and sustainable basis with our customers, employees and suppliers in order to optimise productivity and cooperation in our business operations.

## 1. Occupational Health and Safety

As an employer, Kesseböhmer attaches great importance to a high standard of ergonomics and safety in the workplace. This is backed up by the integrated health and safety management and fire prevention in our factories.

## 2. Data and Identity Protection

The protection of data and the careful handling of confidential information about our customers, employees and suppliers in order to protect their identity and privacy are of great importance for our company. This preserves the dignity of employees and creates a positive work environment.

## 3. Environmental Protection and Energy Management

Kesseböhmer tries to keep the burden on the environment as low as possible by managing natural resources carefully and economically, thereby keeping residual materials and waste to a minimum. We are striving towards the substitution of waste by materials with a sustainable circular economy in mind. The company attaches great importance to high air and water quality and is trying to curb or ideally prevent greenhouse gas emissions and waste water by using the best possible technology and improving production concepts.

In so doing, the company complies with all existing environmental laws and regulations and expects the same from all of its employees and business partners. Kesseböhmer has been certified to ISO 14001:2015 and DIN EN ISO 50001:2018 for many years.

## 4. Ethical Principles

The ethical principles of our family firm are based on loyalty, respect for others, transparency and fair competition without corruption and exploitation. Furthermore, the company opposes discrimination in any form relating to race, origin, religion, gender, sexual orientation or age.

## 5. Freedom of Association

Employees must be able to communicate openly and respectfully with mutual trust within the company and with management concerning working conditions without having to fear any negative consequences. All employees have the right to form an association, join a workers' organisation and to nominate a representative or be elected as a representative.

## 6. Working Hours, Employee Benefits and Remuneration

Remuneration, employee benefits, working hours and holiday entitlement must comply with the statutory provisions regarding minimum wages, overtime and compulsory social welfare. If there is no national law in this respect, the working and social standards of the ILO shall apply.

## 7. Prohibition of Child Labour

Kesseböhmer condemns child labour and complies with the laws and regulations on the minimum age for admission to employment or work. Every customer and supplier is requested to likewise abide by such regulations.

## 8. Continuous Improvement

Innovations and improvements are important. The company therefore focuses on the continuous improvement of environmental protection, energy efficiency, occupational health and safety and social responsibility. In so doing, our company seeks out and encourages innovative ideas from employees through an improvement system.

## 9. Freedom to choose a Workplace

The freedom to choose a workplace must be respected. Any kind of forced labour or trafficking in human beings must not be tolerated. All work must be performed voluntarily and employees must be allowed to terminate their employment contract at any time.

## 10. Export Controls and Economic Sanctions

The company manages its business in compliance with the criteria for export controls and observing existing economic sanctions in order to ensure safe and secure trading. The company opposes trade outside of these regulations.

## 11. Awareness and Transparency

Kesseböhmer takes care to ensure that every employee is informed clearly and comprehensibly about their tasks, rights and duties and about important news and events in the company. In order to avoid conflicts of interest, Kesseböhmer offers suppliers unambiguous and comprehensible contracts.

## 12. Implementation and Responsibility

Supervisors and those in leadership positions set a crucial example in the implementation of the Sustainability Policy. However, every employee is jointly responsible for compliance and the successful implementation of these guidelines.



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