

Integrated Management System-Policy of the Kurtz Ersä-Group

This policy takes into account both internal and external guidelines and regulations, such as

- the corporate guidelines of the Kurtz Ersä-Group
- Standard requirements of the respective valid version of
 - DIN EN ISO 9001 (Quality Management System)
 - DIN EN ISO 14001 (Environmental Management System)
 - DIN ISO 45001 (Occupational Health and Safety Management System) and
 - DIN EN ISO 50001 (Energy Management System)
- Legal requirements, technical regulations, etc.

The integrated management system policy combines the quality, occupational health and safety, environmental and energy policies:

OUR MANAGEMENT SYSTEM

- We **continuously develop** our integrated management system and ensure that our integrated management system policy is implemented effectively.
- We regularly **review** our integrated management system policy and **update** it where necessary.

OUR COMMITMENT

- The Kurtz Ersä-Management takes **responsibility** for the integrated management system objectives, their implementation and the resources required for implementation.
- Our vision, our mission - long-term **goals** define and guide our efforts. Today, tomorrow and in the future, we assume **social responsibility** for the protection of our employees and the environment and fulfill our due diligence obligations regarding compliance with human and environmental rights in the supply chain.
- Our **managers** and employees as well as our **contractors** and **suppliers** are obliged to comply with the legal and company-specific regulations on quality, occupational safety, environmental and energy issues and to ensure their implementation. We act with foresight and regard legal regulations as minimum requirements.
- **Sustainability** is an integral part of Kurtz Ersä's **corporate culture, product development, manufacturing processes** and our **upstream and downstream supply chain**. For example, the GoGreen250 sustainability initiative pursues the long-term goal of carbon neutrality in Scope 1 and 2, as well as partially in Scope 3, by 2029 (the company's 250th anniversary).
- We are constantly reducing our **environmental aspects** such as emissions, energy and water consumption and waste volumes. We do this through measures such as the use of renewable energies, sustainable resource management and continuous improvement in energy efficiency.
- Where economically feasible, we opt for **measures** in our procurement and day-to-day business activities that have a positive impact on our direct and indirect environmental aspects, such as our energy-related performance.
- **Health** is our most valuable asset and healthy employees are essential to the economic success of our Group. Occupational health and safety, **accident prevention**, emergency preparedness and plant safety, as well as fire protection and accident management are therefore a matter of course for us.
- We actively involve our **employees** and, where available, their representatives, particularly in occupational health and safety issues.
- Our employees are strongly encouraged to submit **suggestions** on quality, occupational safety, environmental and energy issues.
- We maintain a constructive and open **dialogue** with our internal and external **stakeholders** (e.g. employees, customers and suppliers).