

## QUALITY, ENVIRONMENTAL AND SAFETY POLICY

ESTECH Industries practises an integrated management system comprising quality, environmental protection and labour safety.

Quality, environmental protection and labour safety are the supporting pillars of the corporate objectives at ESTECH Industries. ESTECH Industries avows and pledges itself to quality, operational environmental protection and safety for its employees. This is combined with continuous improvements in terms of optimising quality and keeping deadlines as well as improving environmental protection and preventing accidents.

The objective of our corporate activity is to include all possible effects on quality, the environment and safety in all our decisions. When making investments and purchases, we take ecological and safety-relevant factors into consideration in addition to technical and financial aspects. Through preventative action ESTECH Industries attempts to avoid pollution to the environment and for employees.

### **For us quality, environmental and safety policies mean:**

**Customers**                    ... Fulfilling our customers' desires to their complete satisfaction. Through consulting in areas such as technology and production, we help our customers get the state-of-the-art, economical services we offer. Through early recognition of possible customer requirements and innovations we offer the best solutions to our customers' problems.

... by providing clear economic advantages for our customers and ourselves, by being a reliable partner for quality as well as environmental protection and labour safety.

By fulfilling all laws, relevant regulations and customer-specific requirements in all areas relevant for our services, particularly in the areas of environmental protection and labour safety. We include our contract partners and suppliers in these responsibilities.

... we aspire to guarantee protection for the environment and our employees going beyond the minimum requirements and improve it continuously.

**Continuous improvement**                    ... to continuously improve our integrated management system for quality, environmental and labour safety. Continuous improvement of our processes makes procedures and activities transparent and comprehensible while positively influencing productivity and flexibility.

...by ensuring a price/performance ratio commensurate with the market and faithfully fulfilling delivery deadlines.

...by eliminating everything superfluous to keep costs down, without sacrificing quality, environmental protection or safety.

**Employees**                    ...by focusing on our employees. by promoting the required know-how, customer focus and team spirit, as well as quality, environmental and safety consciousness through apprenticeships, initial and advanced training, and assigning responsibility.

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|               | ...by including employees in questions regarding quality, environmental protection and labour safety. Employees are encouraged to help design and equip their workstations.   |
| Suppliers     | ...by acknowledging our suppliers as partners as well as ensuring and continuously improving quality, environmental protection and labour safety in cooperation with them.  |
| Communication | ...by cultivating open, transparent and honest communication with our employees, customers, suppliers, neighbours, authorities, associations and the public in general.   |
| Environment   | <p>...by keeping environmental pollution caused directly by our company's operations or indirectly by suppliers or customers, to the lowest possible level sustainable on a long-term basis, to the extent we have any influence.</p> <p>...through holistic consideration of the production cycle, thus ensuring that our production is resource-friendly and environmentally compatible in all areas.</p> <p>...by disposing our wastes properly in an ecologically unobjectionable manner.</p> <p>...by detecting and eliminating weak points and risks, thus preventing accidents and damage.</p>                       |
| Labour safety | <p>...by recognising safety and health protection as integral factors in providing our goods and services.</p> <p>...by striving to achieve a high standard of safety and health protection, while considering the present state of ergonomics as well as cost/benefit factors and fulfilling legal requirements.</p> <p>...by providing proper and suitable resources for realisation of our safety policies.</p> <p>...by defining mandatory goals for safety and health protection.</p> <p>...by establishing the responsibility for health and safety management along the entire line from management to employee.</p> |