



## Health, Safety, Environment and Quality Policy

The ongoing pursuit of **competitive advantages** and maximum **customer benefits** leads to maximum customer satisfaction and thereby forms the basis of our company's success.

Against this backdrop, the issues of health, safety, environment and quality, as well as handling of associated risks are systematically controlled and follow the MACO values of **partnership, sustainability** and **result orientation**.

The holistic control takes place via six defined focus areas.

### 1. Excellent employees

Our employees are aware of their responsibility and strive for constant improvement.

The necessary skills are ensured through ongoing employee development.

The compatibility of „**work and family**“ is an important cornerstone in employee loyalty and in the corporate culture.

Healthy and motivated employees are a guarantee and a prerequisite for the success of the company.

The following success factors form the basis for achieving our goals.

- › Creating safe and healthy workplaces
- › Raising the awareness of all employees with regard to safety and health
- › Positive image as an attractive employer for current and future employees
- › Creating suitable working environment for the expected prolongation of working lifetime

### 2. System solution provider

To MACO, sustainable means, on one hand, to act economically and efficiently in order to remain capable of acting independent, but also to promote innovative strength and to inspire customers with the right solutions at the right time.

On the other hand, sustainability also means taking responsibility for employees, the environment, and future generations as well as actively further developing relevant standards.

### 3. Quality leader

Products and services are a subject – from the initial idea, all the way to the customers- to defined quality standards and comply with legal and normative requirements.

Customer satisfaction and thus the success of our company depend to a large extent on the properties and quality of our products and services. This is achieved through:

- › Exceeding customer expectations with the right products and services at the right time
- › The willingness and ability to change as an attractive market player in dynamic markets

#### **4. Innovation leader**

The expectations of our customers, stakeholders and those of our environment place the highest demands on us. We are proactively willing to further develop our services. This is done through:

- › Innovative choice of materials – technically, economically and ecologically
- › Consideration of the entire lifecycle in the development of products & services
- › Legal compliance obligation
- › Environmentally friendly, sustainable and economically sound production processes

#### **5. Focus on sustainability**

The world we know today is not the same as it was 20 years ago. In order to protect the environment and the human health, we must and want to move away from the linear towards circular business models. The following key points form the basis for it:

- › Reduction of consumption: be it in terms of material and energy consumption as well as extending the product lifespan
- › Material health: progressive reduction in the use of materials that adversely affect the environment or human health at any stage of the product life cycle
- › Material reuse: conscious use of materials that not only have a low initial carbon footprint, but can also be recycled into equally valuable materials
- › Progressive moving away from fossil fuels, if possible towards 100% renewable & CO<sub>2</sub>-neutral energy sources

#### **6. Customer focus**

Together with our customers, we develop holistic solutions whereby the protection of the environment and resources is an essential objective.

As one of the prerequisites for a long-term partnership with our customers, we consciously focus on the economically and ecologically sustainable development of our company.

Chief Executive Officer  
MACO-Group