

## Environmental guideline

Our strategic focus is steadily in keeping with humans and nature (sustainability). Social and ecological rules have always played a decisive role for all subsidiary companies of Groneweg Group and that is what we also expect from our suppliers, alliance and production partners. Through constant dialogue we create better personal relationships, trust, long-term relationships with our partners and transparency. Of course, we pay strict attention to the observance and implementation of laws and guidelines (of ETI, UNO, OECD and other organizations). Furthermore we are a member of SEDEX and successfully underwent a SMETA multiple times. That is what we understand of a future-oriented thinking and acting.

Facilities and production processes are constantly reviewed and improved continuously according to qualitative, economic and ecological aspects. Regarding this our objectives are:

- To prefer renewable resources to non-renewable resources
- To use ecologically compatible raw materials and supplies
- To minimize continuously the use of raw materials and energy as well as emissions
- To prevent waste, reduce the quantity of waste and dispose unavoidable waste in an environmentally sound manner
- To involve suppliers, service providers and customers in our environmental protection activities

We consider environmental protection as a task of every employee and an ongoing process beyond all departments and levels. Through the establishment of appropriate forums and measures we ensure the active participation of all employees in environmental protection. We encourage our employees to live the idea of environmental protection and to let these ideas have some influence in their working activities.

We want to enter into an objective dialogue with our business partners, neighbors, authorities and also the interested public and provide information about our activities regarding protection of the environment. We strive to implement suggestions and wishes of the public.

We have comprehensive quality management and quality testing systems, which help to minimize the risk of accidents and injurious effects on humans and the environment.

Greven, 10 November 2021



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Signature General Management