

## Environmental and energy policy of the HUEHOCO Group

We develop and manufacture products that enable others to produce successful products which fill customers and employees with pride.

Exactly in line with our brand promise:

WE MAKE PRODUCTS PROUD

This includes, in particular, the fact that we feel obligated to use energy and all natural resources economically and carefully.

This applies to all of our manufacturing processes as well as our products. We already start thinking about the possible impact on our environment as early as product development. It is our objective to avoid or reduce environmental impact to a minimum – beyond what is required by applicable regulations. Energy-efficient production – in which energy consumption is continuously scrutinised and monitored – is important to us.

With this in mind, we have established the following guidelines:

- 1. Assurance of compliance with laws and conservation of resources**  
We work continuously on reducing the environmental impact as well as the consumption of energy and resources beyond the requirements of statutory environmental and energy regulations.
- 2. Improvement of the emergency response organisation**  
We take all necessary measures to prevent damage to the environment.
- 3. Reduction of environmental impact and aspects, saving energy**  
The environmental impact and aspects are determined, assessed and reduced as much as possible at an early stage in product and process planning. The efficient use of energy is an important criterion for us.
- 4. Improvement to environmental and energy management**  
We are striving to continuously develop our environmental and energy management system.
- 5. Responsibility for environmental protection and energy footprint**  
Every employee is responsible for acting in an environmentally and energy-conscious manner in their area of responsibility. It is the ongoing task of management to promote a sense of responsibility for environmental awareness and reducing energy consumption at all employee levels.
- 6. Expectations of interested parties**  
We shall provide all relevant information needed for active and constructive cooperation with company-relevant stakeholders, such as associations, authorities and the public.

7. **Management based on KPIs**

Our environmental and energy management system ensures that our environmental and energy policy is implemented effectively. The technical and organisational procedures required for this are reviewed regularly and refined continuously. With this in mind, environmental and energy goals as well as specific key performance indicators are formulated and implemented on a regular basis.