

Semperit Management of Resources, Processes, and Work Attitude Policy

We want to ensure that all our employees are aware of their role and responsibility to realize and maintain Semperit's Combined Management System. We make sure to comply with the applicable laws and regulations in every country we do business in. All our employees are required to proactively work on our continuous improvement.

We examine improvement suggestions for efficiency and recognize the contribution by quickly taking action where appropriate. We implement national and global standards and provide the necessary resources to achieve our goals. It is our responsibility to routinely review the company's performance and compliance with this policy by appropriate training, information and instruction.

This policy reflects our corporate values and standards. Our overall objectives include complete integration of resource management, quality and HSE (Health, Safety and Environment). This is part of our target setting process and guidance for the continual improvement process.

Principles and objectives

We provide products, goods and services that meet customer and relevant statutory and regulatory requirements and enhance customer satisfaction. This success depends on our ability to continually improve the quality of our activities, processes and products while protecting people and environment. We are investing in resource-efficient, including water- and energy efficiency, and safe production based on continually improved process technology and resource management.

1. Materials & processes

- Our quality standards ensure process stability and efficient (natural) resource use to prevent pollution that could potentially endanger biodiversity around facilities and along our value chain.
- We continuously analyze and improve our processes to minimize waste of materials. If waste cannot be prevented, we work on ways to recycle it internally or externally. Wherever possible, we purchase and use sustainable, recycled and recyclable materials and follow circular principles including material and product durability, reusability and repairability.

- We strive for effective business processes with optimized applications.
- We check our performance against benchmarks and use resource-efficient processes.
- We strive for a "Zero Defect Thinking" for quality standard at optimal manufacturing economy as to best meet our customers' and own product requirements.
- Our business investments and process improvement measures including the design of our products are geared to optimize resource use.
- We engage only with raw material suppliers who comply with all applicable international trade laws and regulations, including import and export regulations.

2. Health & Safety

- We focus on prevention to safeguard health and safety of all our employees and contingent workers¹, which includes reducing physical and psychological stress.
- To achieve our vision of "Zero Incidents" we underline that no task can be so important that it is performed at risk of safety and health.

3. Environment

- Sustainable environmental protection is important to us and we try to actively prevent, or at least strictly limit any adverse environmental impact of our activities – in particular in terms of climate change or pollution through emissions to soil, air, water, microplastics and waste in line with Semperit's HSEQ policy².
- We develop processes, products and services that contribute to sustainable environmental protection – in particular to climate change mitigation – over the entire product life cycle.
- To reach our targets for energy, emission, waste and water reduction, we systematically improve the competence and awareness of all our employees.
- We continuously identify, assess, and manage environmental issues, risks, and impacts of our current and future operations.

We regularly plan for, respond to, and recover from any emergency, crisis, and business disruption.

The Executive Board and all employees are fully committed to this policy by underlining that continual improvement contributes to sustained competitiveness and success!

¹ [People Policy](#)

² [HSEQ Policy](#)