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## **Corporate Policy on quality, environmental protection, energy and occupational safety.** **Detailed version. Our goals and how we achieve them.**

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Our environmentally friendly binders refine, refurbish, link and protect surfaces. As an independent and globally operating middle-sized enterprise, Alberdingk Boley has been a partner for our customers for more than 254 years. That makes us special:

- ⌚ the highest quality of our products and services
- ⌚ technology and innovation
- ⌚ demands on the highest safety of our processes and system technology
- ⌚ a wide range of technologies
- ⌚ a close customer relationship based on tradition
- ⌚ a high appreciation of our employees
- ⌚ certified best practise safety
- ⌚ flexibility
- ⌚ sustainable thinking and care

Challenges inspire us! We provide the best solution for our customers.

**Our goals:** Safety and health at work, quality, environmental protection and energy efficiency are the pillars of our economic success.

### **Safety and health protection**

The primary goal is to avoid incidents and accidents and to ensure the integrity of everyone, incl. our environment.

We achieve this by providing safe and healthy working conditions and initiatives to prevent work-related injuries. We want to eliminate potential dangers and reduce risks to a minimum. We act transparently and preventively through consultation and participation of employees.

We take necessary precautions against accidents and operational disruptions in order to avoid harm to people and the environment as well as damage to property. However, should an event occur, we are well-prepared for it thanks to our emergency and hazard prevention plans.

### **Reliable partners**

We maintain a close, collaborative relationship with our stakeholders. We want highly satisfied customers! We treat our suppliers and service providers fairly and honestly and expect compliance with our guidelines on ethics, safety, occupational safety and environmental protection.

Our **Code of Conduct** is the basis for dealing with one another. We are committed to respecting and upholding all internationally recognized human rights that are relevant to our operations.

### **Compliance with recognized standards**

All our activities comply with applicable laws and regulations as well as our voluntary commitments.

To achieve our goals, we maintain an effective, economical and process-oriented integrated management system based on the standards DIN EN ISO 9001, DIN ISO 45001, DIN EN ISO 14001 and DIN EN ISO 50001, as well as a safety management system in accordance with the 12th BImSchV - "Major Incident Ordinance".

### **Constant optimization**

We continuously improve processes and technologies for the efficient use of resources, the environment and energy.

Through appropriate information, training and instructions, we create the necessary awareness among our employees and oblige them to work and act in a safe, quality-, environmentally- and resource-conserving manner. Every manager is a role model.





## **Sustainability**

We promote the development and dissemination of environmentally friendly products and technologies and act according to the precautionary principle. We are working on continuously improving our energy and resource efficiency and promoting the use of bio-based raw materials.

We want to achieve sustainable development that is compatible with the future by meeting the economic, ecological and social needs of today's society, without depriving future generations of the opportunity to develop freely through our current actions. Alberdingk Boley therefore strives for solutions that ensure economic growth and are at the same time ecologically sustainable and socially compatible.

## **We take responsibility**

We are aware of our social responsibility regarding social and sustainable actions. This also includes the impact of our economic activities throughout the entire value chain.

Regardless of the legal requirements, we work constantly on improving safety, health and environmental protection as well as the rational use of resources - to protect employees, neighbours, customers and the environment (responsible action, "responsible care").

### **Quality and economy:**

By clearly identifying and defining product requirements, we ensure economical production and maintenance of the required product quality. Through an independent quality control system, we ensure that the necessary quality assurance measures are coordinated and enforced.

### **Focus on value chain:**

We use supplier products with the lowest possible risk and strive to continuously improve energy efficiency when selecting products and services.



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## **Protection against criminal acts**

In order to protect employees and the company from criminal activity, we rely on an IT and information security system and raise awareness through regular training.

Compliance with external and internal standards, regulations and laws is regularly checked during inspections and audits.

## **Attractive as employer**

We support employees, value performance and focus on equal opportunities and family friendliness. Through training, personnel development and new hires, we want to attract technically qualified employees who we will employ according to their skills.

## **Open communication**

We value transparency and open communication with employees, stakeholders and the public.

Staff meetings, an employee newspaper, announcements on the intranet and the worldwide web and other media are examples of transparent communication in our company. We are in open dialogue with interested parties such as shareholders, customers, suppliers and service providers.

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