



The general principle of VACUUMSCHMELZE is the basis of our strategy and management policy. We identify and consider the relevant requirements of our interested parties as well as internal requirements of our company.

VACUUMSCHMELZE is committed to complying with all applicable laws and the highest standards of integrity and ethics, as expressed in our VAC Code of Conduct and Ethics.

The **Health and Safety** of our employees and our partners is a fundamental target when we structure our products, processes and workplace. We comply with applicable laws, standards and guidelines as well as recognized industrial medicine and ergonomic practices.

We are committed to protecting our **Environment** and to the **sustainable** management of natural resources. Our endeavor is to exceed applicable regulations in order to avoid ecological damage or to reduce it to a minimum. The basis for the safe operation of our plants (plant safety) is preventive maintenance as well as plant-related preparedness and emergency planning.

The manufacturing of our products is accompanied by high energy consumption. We are aware of the associated social responsibility and we use **Energy** efficiently. We also commit ourselves to improve our energy performance in the long term. ***Our activities therefore also have a sustainable impact on future generations.***

For us **Quality** is what it takes to register our customer's requirements early, to meet them with exceptional service, and to honor all our agreements with them in full. Our activities are focused on the customer and on increasing customer satisfaction.

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| All locations | | Ed.: Hanau, QM |

For the implementation of these targets under optimum economic conditions we have introduced a comprehensively integrated management system, which complies with the requirements of the following standards/guidelines:

DIN EN ISO 9001
IATF 16949
EN 9100
ISO 14001
EN 16247 / DIN EN ISO 50001*
ISO 45001

* only VAC Hanau: basic principles implemented

The relevant management documentation is a binding working basis for all managers and employees of the corporation.

Based on the definition and evaluation of appropriate benchmarks and targets we concentrate on continual improvement of the defined management system.

The comprehensiveness and efficiency of our management system is regularly audited and optimized by independent internal and external auditors.

In addition to the guidelines in our integrated management system we comply within our social responsibility with the principles of the **UN Global Compact Initiative**, which essentially relate to human rights protection, collective bargaining rights, the abolition of forced and child labor, the elimination of discrimination in employment and occupation, responsibility for the environment, and the prevention of corruption (www.unglobalcompact.org).

20.01.2022
Executive Management (CEO) of VAC HU
sgd. Dr. Erik Eschen

In accordance with its management policy the global operating company VACUUMSCHMELZE GmbH & Co. KG has defined the following guidelines, which apply to employees at all locations:

- ◆ Within the framework of a comprehensive and efficient management system we fulfill the statutory and customer-related requirements regarding quality, energy, environmental protection and health and safety as well as plant safety.
- ◆ Awareness of quality, the environment, energy, plant safety and health and safety in the workplace is part of each and every employee's assignments. One of the on-going duties of the management is the establishing of an essential knowledge and the appropriate sense of responsibilities on all levels.
- ◆ In order to be leaders in technical progress we continually work on improving our products and processes.
- ◆ We develop our production procedures according to the principle of "Avoid mistakes instead of remedying them" and take the effects of quality, the environment, energy, plant safety and health and safety into account at the earliest possible stages of product and process planning
- ◆ We continually endeavor to minimize impacts on the environment and use of energy and resources – over and above compliance with legal regulations. For this purpose, we annually define objectives and pursue them.
- ◆ We support the sourcing of energy efficient products and services, which are intended to improve the energy performance.
- ◆ We provide our customers with recommendations on minimizing environmental impacts and implementing health and safety procedures for utilization of our products. With government authorities our collaboration is cooperative.
- ◆ Our corporate culture is characterized by open information and purposeful cooperation. With all interested parties we wish to cultivate unrestricted communication.
- ◆ On our contractual partners we exercise our influence to make them work according to management guidelines identical to ours. This also applies to the principals of the UN Global Compact Initiative (www.unglobalcompact.org).
- ◆ Management of VACUUMSCHMELZE GmbH & Co. KG regularly monitors and evaluates the effectiveness of this management policy implementation.