

# 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 realise and maintain Semperit's Combined Management System. We strive 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 recognise the contribution by quickly taking action where appropriate. We implement appropriate global standards and provide the necessary resources to achieve these goals. It is our responsibility to routinely review the company's performance and compliance with these policies.

These policies reflect our company's culture and corporate values. Our overall objectives include complete integration of resource management, quality and HSE. This is part of our target setting process and guidance for the continuous improvement process.

## **Principles and objectives**

We are investing in resource-efficient and safe production based on continuously improved process technology and resource management.

Semperit's sustainability requirements include business and operational excellence, the environment, business ethics standards and our suppliers.

## **1. Materials & processes**

- Our quality standards ensure process stability and efficient resource use.
- We continuously analyse and improve our processes to minimize waste of materials and consumables ("Waste-of-programs").
- We strive for effective business processes with optimised applications.
- We check our performance against benchmarks and use resource-efficient processes.
- We strive for a "zero-defect mindset" for quality standard at optimal manufacturing economy as to best meet our customers' and own product requirements.
- Our business investments and process improvement measures are geared to optimise resource use.

## **2. Safety & health**

- We focus on prevention to safeguard health and safety of all our employees, which includes reducing physical and psychological stress.
- We underline that no task can ever be important enough to risk anyone's health and safety.

## **3. Environment**

- Environmental protection is important to us and we thus try to actively prevent, or at least strictly limit, any adverse environmental impact of our activities.
- We continually 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.

Semperit also continuously reviews any HSE concerns and takes appropriate actions. The executive board and all employees are fully committed to this policy and understand that continuous improvement guarantees sustained competitiveness and success!

**The Executive Board**  
Semperit AG Holding