

### **Our commitment to the environment and energy efficiency**

As a family-run company in the metal and plastics processing industry, we do our part to protect the environment and nature.

In concrete terms, this means that we set ourselves realistic, economically feasible targets for climate protection projects and energy efficiency improvements, that we invest in new technologies, and that we constantly improve our processes. We look at our value chains - both inside and outside the company - and identify the potential as well as the provision of appropriate resources to improve our sustainability activities. In doing so, we seek the support of experts. Waste avoidance, air and water pollution control, and the use of new land with due regard for native flora and fauna serve as examples here. Coordinated programs to promote energy efficiency, increased use of heat recovery systems, and the use of energy-efficient products and services contribute to the implementation of sustainable energy use at EJOT.

Our production processes provide us with data that we use to evaluate quality and environmental aspects as well as energy efficiency. This data serves as a source of information for us to continuously improve our management system. At regular intervals, this data is reviewed by internal and external auditors as well as by the energy teams.

We understand that our employees, business partners, government, and society, as well as other stakeholders, have information needs in this regard. We want to address these needs actively and on our own responsibility. To this end, we offer our willingness to engage in a trusting dialog. In addition to the issues we identify from our processes, we will take up suggestions and ideas from our partners and interested parties. We will incorporate these into our goals for increasing quality and protecting nature and the environment as well as energy efficiency.

Transparency and honesty are a matter of course for us and form the basis of our communication. Compliance with all legal requirements and obligations is a self-evident prerequisite. With our innovative products, we support our customers in their efforts to reduce CO2 emissions and waste. Examples include our products for lightweight automotive construction and our fastening technologies for effective thermal insulation of buildings.

### **Our social responsibility**

We want to be a fair and reliable partner. The EJOT Compliance Guideline is our ethical and legal compass. It contains important rules for our conduct within the EJOT Group as well as with our business partners and in public.

Our employees are the basis for the success of our company. The compatibility of work and family, protection of health, training and further education - internally as well as externally - have priority. Tolerance, appreciation and respect for colleagues and partners are necessary for this and form the basis for cooperation within the company. In this way, too, we want to make a contribution to promoting the reputation of the EJOT brand.

The integration of occupational health and safety into all relevant processes of the company is the declared goal towards which we are continuously working. It is therefore a matter of course for us to provide safe and healthy workplaces for all employees. In the run-up to new working conditions, we help to prevent injuries and illnesses. Our personal protective equipment does much more than just meet health and safety requirements. In doing so, we fulfill our legal occupational health and safety obligations. As part of our goal achievement, risks are minimized and hazards for our employees are eliminated. Together with our employees and their representatives, we are committed to continuously improving our occupational safety performance.

### **Our economic growth**

Our products should be innovative, of high quality and durable. This characterizes the EJOT brand and contributes significantly to the economic success of our group of companies. If EJOT grows, this is a confirmation of our business partners for the course of our group of companies. Conversely, this means that we have to be aware of our responsibility towards employees, business partners and the public also for the future. That is why it is important for us to work sustainably. Only together can we be successful.

**Our quality principle is: EJOT® The Quality Connection**

Quality is the basis of all activities at EJOT. As an internationally active company, we assume responsibility for the quality of products and processes, for conformity with international standards and certifications, and also for ensuring that uniform management standards are observed at all EJOT sites worldwide.

**Zero defect target:**

Consistently pursuing a zero defect target for all products, processes and services is the prerequisite for securing our future, with the prevention of defects taking precedence over defect correction.

**Customer satisfaction:**

We are a reliable and competent partner to our customers, with the ultimate goal of meeting expectations through defect-free products and on-time delivery.

**Continuous Improvement:**

In line with our EJOT vision, all our attention is devoted to the continuous improvement of products, processes, procedures and organizational operations. Continuous improvement processes are implemented in all areas of the company.

**Information security policy**

Information security is seen as an important component of a permanently well-functioning organization. It is therefore a permanent corporate objective. This results in an ever-present security awareness in all work. Every employee helps to permanently improve the level of security and the associated methods and processes, as well as to maintain business efficiency in the event of an emergency.

The goal is to permanently maintain a trustworthy security level with an information security system adapted to the requirements.

We are therefore committed to taking appropriate measures to ensure the functionality of business processes and to safeguard the availability, confidentiality and integrity of data. Threats, such as force majeure, technical failure, negligence or carelessness, and vulnerabilities that favor the occurrence of these threats are to be identified in order to avert damaging events and thus prevent damage.

Our security goals are therefore:

- Reliable support of business processes by all departments and ensuring the continuity of work processes within the organization.
- Preserving the value invested in technology, information, work processes and knowledge.
- Safeguarding the high, possibly irretrievable values of the processed information. Reliable support of the backup and business processes of the departments responsible for this - such as IT, Quality Management, UAG, Patent and Trademark, Legal and Insurance, Data Protection, Internal Audit, Compliance, Financial Accounting, and Research and Development - by all departments.
- Maintaining or ensuring compliance with requirements resulting from legal regulations.
- Ensuring the data subject's right to informational self-determination when processing personal data.
- Reduction of costs incurred in the event of damage.
- Protection of all trade secrets.



C. F. Kocherscheidt



W. Bach



A. Wetzstein



R. Birkelbach



Dr. F. Dratschmidt



Dr. R. Künkel