

Policy on Quality, Environment, Health and Safety



Our quality, environment, health and safety policy is part of the **integrated management system** and forms the basis for achieving our **corporate targets**. It is specified by the executive board of the GEDIA Automotive Group, is binding at all locations and is communicated by the local management.

The focus of our actions is:

- Customer satisfaction,
- To promote a working environment characterised by respect for human rights, mutual respect and consideration, good cooperation, equal treatment, trust, integrity and dignity of all participants,
- An active engagement against all forms of racism and discrimination,
- Operating safe work equipment, providing ergonomic workplaces, the use of personal protective equipment and the safe handling of chemicals,
- Prevention of near-accidents, accidents at work and work-related illnesses,
- Compliance with all applicable laws and regulations and other requirements to which the GEDIA Automotive Group is committed,
- Continuous reduction of our quality, occupational safety and environmental risks,
- Waste prevention and sustainable resource management for power, gas, water, metals, packaging materials, fuels, chemicals and other consumables,
- Air pollution control and the protection of grounds and waters,
- Energy efficiency, the use of renewable energies and the avoidance of greenhouse gas emissions,
- Ensuring preventive fire protection and emergency management,
- Clear communication and information policy within the company as well as its continuous maintenance, updating and implementation also an open communication with all stakeholders regarding the implementation of this policy.

Our actions are focused on measuring and **continuously improving** all company processes on the basis of company-wide **key figures**. The **zero-error strategy** involves the application of error prevention methods by our competent employees.

The executive board of the GEDIA Automotive Group demands compliance with these principles, sets an example, monitors them and regularly reviews them for appropriateness.

For this reason, we constantly support our employees through professional and personal development in order to take on responsibility and meet the growing requirements.

Regular and systematic reviews ensure and sustainably improve the effectiveness of the integrated management system.

By means of responsible management, we promote a culture of trust and willingness to change in all areas/ departments of the company.

Helmut Hinkel

Markus Schaumburg

