



# **CORPORATE POLICY**

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**(APPENDIX TO MHB)**

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Chapter 5

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# 1. SGA Policy

Through these goals and principles, Vahle continues to ensure occupational health and safety:

- The goal is to prevent dangers such as accidents and illnesses; even during leisure time.
- Accordingly, risks to minimize dangers and opportunities to improve performance are encouraged.
- Through the consultation and involvement of all employees, it is ensured that a working atmosphere that promotes health and safety is ensured through continuous training, information, and motivation.
- The employees are jointly responsible for their health and safety, which also applies to persons in their environment.
- They are also familiar with the applicable safety and health regulations
- Everyone actively participates in identifying, reporting and eliminating hazards
- Where necessary, occupational safety specialists are called in
- Work rooms, facilities and operating equipment are made safe through periodic inspections and maintenance.
- Through practical documentation of the events and precautions taken with regard to occupational safety and health (e.g. according to the PDCA cycle), the required measures and precautions are derived as necessary.

Kamen, August 2023

M.S.M.E.



Achim Dries

Managing Director & CEO



## 2. Environmental Policy

Our products make a large contribution to global sustainability and thus also contribute to global environmental protection. This starts with the electrification of ERTGs (Electric Rubber Tired Gantry cranes) in the large container ports, which means that the diesel engines of the ERTGs can be switched off, and goes all the way to the sensitive control/monitoring electronics in current collectors – our 'Smart Collector'. The digitalized current collector and the resulting permanent monitoring of the system ensure a quick response in the event of issues, so that, for example, excessive wear of the carbon brush and the associated increased environmental pollution can be prevented.

The following principles for environmental protection serve as guidelines for us:

- **Company responsibility**  
Compliance with legal regulations, whether in environmental or occupational safety, is a matter of course for us. We are aware of our responsibility with all the associated impacts on environment and society that accompany our actions. In this way, we pay attention to high water and air quality as well as the reduction of waste.
- **Awareness-raising and sensitization of all employees**  
The care for the environment is incumbent on all employees in our company. We call on all employees to practice environmental protection independently and actively at their workplaces. In order to promote this, we consistently sensitize and inform our employees that they are active in terms of environmental protection policy and can actively support environmental protection measures.
- **Reduction of environmental impact**  
We implement measures to reduce environmental impacts (e.g. no release of greenhouse gases or decarbonization) with regard to our products and processes, within our economic means and beyond what is legally required. Of course, we also take into account the requirements and interests of our customers, suppliers and other parties. The use of 'renewable energies' is continuously being expanded.
- **Resource conservation through sustainable resource management**  
The efficient use of energy and materials is not only an economic factor for us, but also part of our environmental management. For us, the efficiency of both the use of resources such as water or electricity and the processed raw materials makes a significant contribution to preventing environmental pollution.  
Our goal is to use existing materials or products as they are to reduce waste (reuse).  
If waste does occur, it is important to us that it can be converted back into raw materials. (Recycling)
- **Uncover and realize potential for improvement**  
Vahle GmbH's environmental protection policy is defined by the management and regularly reviewed with regard to the implementation of specified environmental goals. This provides us with information about the fulfilment of the goals as well as the successful implementation of environmental programmes. In this way, we identify necessary corrective measures and future potential for improvement in order to continuously improve our environmental performance.
- **Open communication**  
We seek an open dialogue with our customers and the public on all environmental issues. In doing so, we work closely with authorities and other institutions. We inform about current events and planned projects of our company and thus react in a timely manner to any concerns and fears of interested parties.

Kamen, August 2023

M.S.M.E.

Achim Dries

Managing Director & CEO

## 3. Quality policy

Our ultimate goal is customer satisfaction. Quality means developing, manufacturing and delivering only those products and services that satisfy customers without restriction.

The quality policy of the VAHLE Group, determined by the principle: "We provide our customers with high-quality products and services which meet the latest technical standards as well as the customers' requirements!" is summarized in the following four binding principles.

### **Market-oriented quality**

In order to maintain and expand the competitive position of the VAHLE Group, the quality of its products and services must correspond to those of a technology leader, and the agreed specifications of its customers and their legitimate expectations must be correspondingly fulfilled. No product may pose a risk to humans or the environment.

### **Economic quality**

As a profit-oriented company, we establish and ensure quality while taking into account the existing material, personal, and financial options, i.e. in an appropriate price-performance ratio, which is also honored by the customer.

### **Responsibility for quality**

High quality places high demands on all employees.

Quality management is the task and obligation of managers at all levels. Each employee at VAHLE Group must be instructed, motivated and trained by the managers. To promote awareness of quality, a great deal of attention is paid to the training and further training of all employees. Each employee is responsible for the quality of his work.

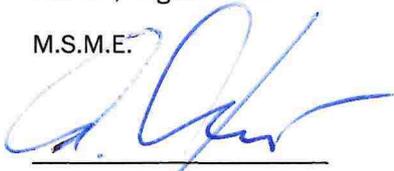
The following applies to all of our employees: **"QUALITY STARTS WITH ME"**

### **Process-oriented quality assurance**

The close cooperation of the sales, development, production and customer service departments is regulated within the individual locations, as well as between them, through defined processes and tasks and the responsibility for them. The continuous improvement of technology and processes is intended to ensure that the effectiveness of our work and its quality are continuously further developed.

Kamen, August 2023

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Achim Dries

Managing Director & CEO

