

L-07

Corporate Policy of the SLM Solutions Group AG

Policy

SLM Solutions Group AG
(Hereinafter referred to as SLM)

Scope

The corporate policy applies to all locations and employees of SLM Solutions Group AG.

Responsibility

The Management Board of SLM bears overall responsibility for the company and has adopted this corporate policy with the stated goals and the concepts derived to be derived from them. It supports their achievement through appropriate human, material, organizational and technical measures, and the provision of the necessary resources.

The management supports and promotes the necessary structures and processes and has appointed responsible persons who implement this corporate policy in procedural instructions, work instructions and documentation and anchor it in day-to-day business.

Purpose

This policy is a summary of all guidelines of SLM Solutions Group AG ("SLM").

It describes the importance of quality, environmental protection, occupational health and safety, energy improvement and information security issues for SLM. Furthermore, it specifies the regular setting of targets, the development of measures to achieve them and the associated constant monitoring to ensure continuous improvement. The continuous further development of our processes, machines, and procedures with the aim of increasing quality, energy, and environmental performance as well as all occupational safety and information security issues is the task of the management and every employee to ensure company-wide improvement.

Goals

Our goal for the coming years is to work and lead successfully in national and international competition. This requirement can only be achieved through the highest quality and safety in all areas of our company as well as through a responsible use of existing resources and our environment.

All activities and processes are regularly reviewed with the aim of delivering the highest possible quality in our products and services, minimizing possible negative environmental impacts as well as energy and resource consumption to contribute to the protection of the environment. Therefore, in addition to DIN EN ISO 9001, two other standards namely DIN EN ISO 14001 and DIN EN ISO 50001 are also an integral part of our integrated management system. Additionally, we are currently working on the implementation of DIN EN ISO 45001 to focus more strongly on safety issues and to be able to drive them forward. The continuous increase in efficiency is a matter of increasing importance and is prioritized appropriately by the company. Similarly, safety and environmental awareness is the task of all employees in the company and is lived and promoted at all levels. In their central position, managers serve as role models for employees.

Principles

Quality

We ensure the safety of our products, packaging and processes for our employees, customers, and the environment. We see this as a prerequisite for doing business responsibly and as an essential element in building and maintaining trust in our products. We carefully evaluate the safety of all our products before they are placed on the market.

Fulfilling, if possible, even exceeding, expressed and unspoken customer requirements is a top priority for all of us. In this context, we are committed to complying with all relevant regulations, rules, and laws. We create trust through an open dialogue on quality, safety, energy and environmental issues with customers, suppliers, owners, authorities, and the public. We also act in accordance with our Code of Conduct.

The implementation of the highest quality standards and their further development enables us as a company to secure competitiveness and jobs.

Environment and energy

Management of natural resources

By environmental protection we mean the protection of all natural resources, such as water, air, or energy. This includes the following principles, the observance of which is the central task of every employee. But we also require our business partners, such as customers and suppliers, to comply with these standards:

- Compliance with relevant environmental regulations, standards, and thresholds,
- Protection of environmental elements (air, water, soil) against harmful effects,
- Avoidance/prevention of environmental damage,
- Minimizing the quantity and hazardousness of waste,
- Minimization of material and energy consumption.

As a matter of principle, we work towards keeping all impacts on the environment as low as possible. As a result, all employees are obliged to comply with the provisions of this document. Likewise, all machines, plants and other operational equipment must comply with the applicable legal regulations.

In the development and manufacture of our products, we are guided by the principles of sustainability and environmental compatibility.

Energy efficiency and resource consumption

In all work and activities, we try to keep the consumption of energy and other resources such as electricity, fuel, water, or compressed air as low as possible. This also applies to all external companies that are active in our company. We also regularly track energy and resource consumption. If deviations are detected during this, defined measures are taken to minimize them.

Waste prevention

In addition to minimizing the consumption of resources, we ensure that waste is avoided and that the waste generated by our business activities is handled properly. This includes waste management, which follows the legal regulations and considers the prevention, reduction, reuse, reprocessing and disposal (in this order). All processes are designed to waste as few resources as possible and thus keep waste low. During continuous improvement, the processes are continuously revised and potential for improvement is exploited.

Waste of any kind is handled and disposed of by us in such a way that there is no danger to the environment, the safety and health of our employees and society at any time. We also demand this from third parties commissioned by us.

Chemicals and hazardous substances

Chemicals and other substances that pose a hazard when released into the environment must be used responsibly and in compliance with applicable legal regulations. Above all, this includes the correct identification and ensuring the safety of employees and the environment in handling, storage, use, reuse and disposal of chemicals and hazardous substances. Employees who come in contact with chemicals or hazardous substances are therefore instructed accordingly.

To be able to correctly identify chemicals and classify their hazard potential, we work closely with suppliers and business partners.

Occupational health and safety

The occupational health and safety of our employees is one of the cornerstones of our business activities.

Our goal is the prevention of accidents at work and the protection of the health of our employees and third parties. For this reason, we ensure that all legally required measures and regulations of occupational health and safety are implemented considering the existing requirements.

To avoid work-related injuries and illnesses, SLM evaluates all working conditions for their safe and health-friendly design. When hazards are identified, measures are taken together with all parties involved to eliminate or minimize them.

Furthermore, SLM regularly reviews the specific risks and opportunities and evaluates them regarding their optimization as part of the continuous improvement process.

SLM ensures that the interests of all employees are safeguarded and encourages exchange on occupational health and safety topics within the framework of the regular occupational health and safety committee meeting.

The work equipment provided for our activities complies with the relevant regulations and SLM ensures that all necessary permits, regular inspections, and tests are up to date.

At SLM, every manager is responsible for knowing the safety regulations and instructing employees accordingly or ensuring instruction by third parties. All of us, supervisors, and employees, are equally responsible for consistent compliance.

Furthermore, all legal regulations also apply to external business partners who carry out work on our premises.

Fire protection

To secure our business activities, SLM follows the legal regulations on fire protection and implements preventive measures. For this purpose, the annual safety briefing considers the behavior in the event of fire. Our facilities and plants are designed to minimise the risk of fire, and trained fire protection assistants assist our employees with any questions. In addition, all fire safety measures are maintained through regular inspections, maintenance, and inspections.

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SLM undertakes to take appropriate measures for the security of electronic processing to protect sensitive data, to document it, to communicate it to its employees and to sensitize them to data protection and information security issues. Data and information are classified and processed using procedures appropriate to their classification.

SLM has implemented a risk management system that identifies risks to the confidentiality, integrity or availability of data and information and limits them to an appropriate level.

Changes to systems and applications are subject to a defined change management process that considers aspects of data protection and information security.

Regular internal audits ensure that the requirements for data protection and information security are implemented and adhered to by employees, and that weak points are identified and opportunities for improvement are exploited.



Sam O'Leary
(CEO)

Lübeck, 30 January 2023