

Corporate Policy

The corporate policy is an integral part of our company's business strategy. It is defined by the management and regularly reviewed for its continued appropriateness. It is aligned with the requirements of the various stakeholders in the company. The following quality, environmental, energy and occupational health and safety principles apply to all our activities:

- The generation of profit to maintain jobs and as a basis for the necessary investments and return on capital is the primary objective. Our success depends on the satisfaction of our customers. Customer benefit is therefore a central component of our actions and activities.
- Respectful behaviour characterises our dealings with our business partners, employees, the owners of our company and the public.
- The management principles of our company are based on responsible action, correct and targeted information and knowledge management and appreciative behaviour as well as the company's goals. Our mission statement as well as the code of conduct and the annual goals of the company are of outstanding importance in this respect.
- Continuous improvement of processes is an essential prerequisite for achieving goals, in addition to orientation towards customer benefits. For this reason, continuous process improvement has a particularly high priority in our company.
- Within the framework of management activities, risks are periodically identified and evaluated, and the necessary measures are initiated.
- Environmental protection is a central concern in all our activities. Of particular importance is the avoidance of waste in the form of rejects and waste and the careful and responsible use of resources.
- We measure, monitor and reduce the impact of our activities on the environment. To this end, environmental and energy aspects, data and key figures are regularly determined and reviewed, programmes promoting environmental and energy efficiency are implemented and procurement processes are generally checked for energy-efficient aspects.
- Furthermore, the saving of energy, the optimisation of energy consumption and its recovery is a relevant corporate strategy. We, Hewing GmbH, hereby commit ourselves to reducing our energy consumption in the long term and to increasing our energy efficiency in a continuous improvement process.
- The prevention of accidents in order to avoid injuries and illnesses must not only be understood as a regulation by law, but as an imperative of human obligation and economic reason.
- Ensuring the safety and health of our employees at work is one of the primary goals and fields of action of our company social policy.

- We set occupational health and safety targets on the basis of these principles and evaluate them regularly.
- Occupational health and safety is part of the management task. It is equally the duty of all employees to contribute to the achievement of occupational safety and health objectives on their own responsibility and to promote the continuous improvement of occupational safety and health management.
- We communicate our commitment to occupational health and safety to all persons within the organisation's sphere of influence so that they are aware of their respective A&G obligations.

Our employees are involved in the implementation and execution of the management system and responsibilities and tasks are defined within the management system. The effectiveness and efficiency of the management system is measured, reviewed and improved through regular audits. We consider compliance with binding obligations and requirements, such as laws, ordinances, directives and official regulations on environmental protection, energy management, occupational health and safety, as a minimum standard.

For the systematic implementation of our quality principles and goals, we operate a certified quality management system in accordance with the **DIN EN ISO 9001** standard and for the systematic pursuit of our environmental goals, we operate a certified environmental management system according to the **DIN EN ISO 14001** standard.

Another essential point in the context of environmental protection and the conservation of resources is the careful use of energy. We have therefore implemented an energy management system according to the **DIN EN ISO 50001** standard. To implement the occupational health and safety goals, we maintain an occupational health and safety management system in accordance with the **DIN ISO 45001** standard.

The company's data and especially the data of its employees as well as the personal data of third parties are subject to special confidentiality and protection. This is reflected both in the protection of our IT systems and in the internal protection when using the data and information.



Andreas Bünker
Managing Director Hewing GmbH

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