



ENVIRONMENT

WE...

- ✓ are committed to protecting the environment by acting consciously and living up to our responsibility towards future generations
- ✓ continuously work on reducing our environmental pollution to minimise waste, wastewater, hazardous substances, emissions and immissions
- ✓ advance the process of decarbonisation in our Group
- ✓ are committed to improving our energy performance
- ✓ define strategies and measures to achieve climate neutrality and to mitigate climate change
- ✓ strive to responsibly manage our supply chain
- ✓ pay close attention to providing energy-efficient products and services
- ✓ use resources sparingly and are attentive to using energy and raw materials in a sustainable manner
- ✓ care about protecting biodiversity and ecosystems, our use of land and animal welfare

GOVERNANCE

WE...

- ✓ are committed to complying with the Code of Conduct
- ✓ meet binding commitments and other requirements
- ✓ set goals for ourselves and are committed to continuously improving our management system
- ✓ respect and are mindful of human rights in our actions
- ✓ advocate fair competition in the market and support all measures to combat corruption
- ✓ are committed to consult and involve our employees and their representatives

SOCIAL

WE...

- ✓ regard our employees' human rights as a matter of course
- ✓ create flexible and fair working conditions
- ✓ ensure our employees' advancement
- ✓ promote our employees' training and development
- ✓ communicate our values within our value-added chain
- ✓ promote our employees' awareness of occupational health and safety
- ✓ deal responsibly with work equipment and working materials
- ✓ are committed to provide safe and healthy working conditions
- ✓ are committed to eliminate hazards and adopt remedial actions to minimise risks