

## company policy

Aalberts Surface Treatment GmbH stands for the production and refinement of functional and highly durable surface designs of materials made of various metal alloys. We are a leading company in surface treatment and offer products, technologies and services of the highest quality along the entire value chain worldwide.

The requirements of our customers, interested parties and the applicable legal and official regulations are the basis of our policy.

We pursue an active and open information policy towards employees, authorities, relevant stakeholders and the general public, thus demonstrating transparency in the areas of environmental protection, occupational health and safety as well as plant safety. By passing on information, we are committed to increasing the understanding and commitment of those involved and thus to achieving continuous improvement in our performance in all areas.

All German sites have a certified quality, environmental and energy management system; European sites generally have a quality management system and some have ISO 14001 certification.

We undertake to subject the management systems to regular review and to ensure that they are fulfilled and maintained.

## employees and their importance in the company

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We assume social responsibility in a company where people are at the centre of our efforts and their human rights are supported and respected regardless of ethical affiliation, religion, gender, age, nationality, disability, sexual orientation and political opinion.

Ideas and creativity are our lead, in which we constantly face up to challenges and implement them consistently and professionally. We are aware of the connections between qualification, motivation and company success, therefore we attach great importance to a high level of education and training of our employees.

The target-oriented cooperation of all employees is the capital of our company.

We are committed to protecting and promoting the health and safety of all employees, customers, visitors and service providers. This health and safety culture guarantees the long-term, sustainable growth of our company.

Compliance with legal and other occupational health and safety requirements is the basis of our occupational health and safety policy. In order to create a healthy working environment, all workplaces are designed to be safe and humane.

The skills of all employees are constantly being developed in their customer and quality-oriented thinking and acting and are promoted through training and further education opportunities.

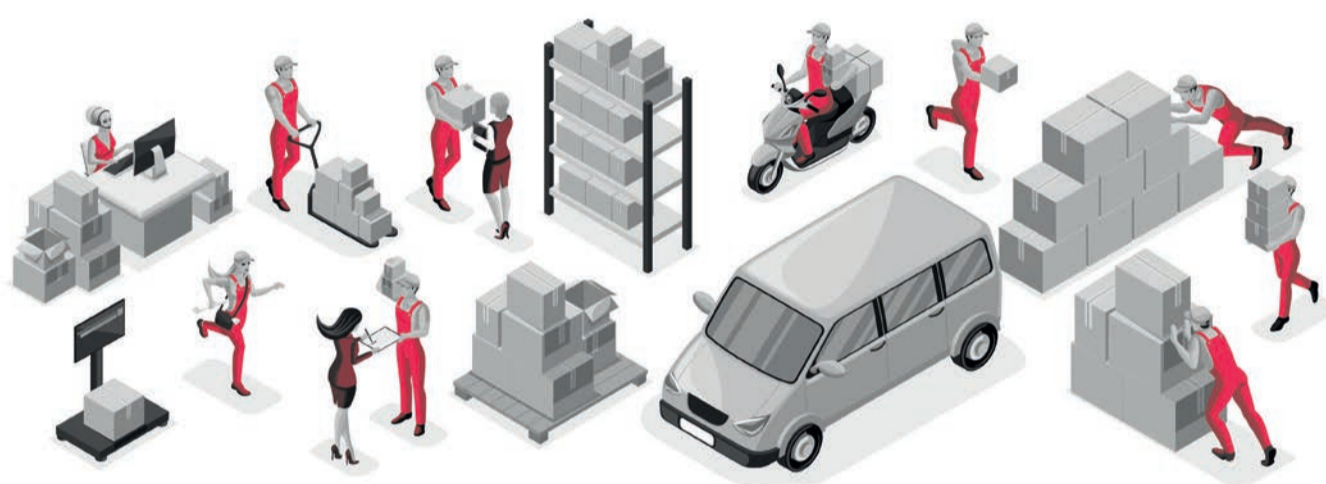




## the importance of our suppliers

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With our suppliers we maintain long-term and cooperative relationships, which are characterized by high quality, good delivery service and optimal problem solving. We integrate our suppliers into our corporate philosophy and promote the achievement of our requirements.



## environment - energy - resources - occupational health and safety means to us

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We commit ourselves to avoid all negative effects on the environment and energy and to ensure that all processes and services are carried out in a resource-saving manner. This includes above all the minimization of emissions and hazardous waste, what effects they have on our environment and on occupational health and safety. In terms of energy, this includes savings in the procurement of energy-efficient products and services and the continuous improvement of energy performance.

A sense of responsibility, strategic sustainability goals and sustainable business practices are also an integral part of our business activities. We are aware of our responsibility for the environment, the protection of operating resources and the conservation of energy reserves. Therefore, we develop resource-saving coating processes in cooperation with our customers and suppliers and practice environmental protection as a model function in our industry.

The procurement of new equipment, spare parts, goods and services is carried out under consideration of energy efficiency and environmental aspects.

We comply with all applicable laws and regulations and with all obligations entered into with regard to their qualitative, environmental and energy performance.

We achieve continuous improvement of our performance by regularly carrying out safety inspections, risk assessments, audits and projects. The knowledge gained from these activities forms the basis for us to achieve our goals in the areas of occupational health and safety, environmental protection and energy conservation.

The management of the Aalberts surface treatment Group declares this company policy and the principles associated with it as well as its fulfilment to be binding for the entire group, in all organisational units and for all employees. The management undertakes to communicate all relevant information from this policy to employees, customers, suppliers and interested parties. This is done by posting notices in the company and its locations, by means of training courses and by posting on our website.

Kerpen, the 15.04.2020

  
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(Mareike Krüger, executive director - CEO)

