

PFEIFER company group policy

Excerpt from the management manual

We consider quality, environment protection, energy efficiency and occupational health and safety as a basic element of our business management and we ensure that they are converted into an integrated management system at all functions and through all levels. The basis is to convert legal and other relevant regulations into goals and behavioural rules.

We commit ourselves to integrate a self-aware consideration of opportunities and risks into the management system, in order to assess possible events and developments affecting the organization and to react accordingly.

The solid quality of our products, environmental protection, energy efficiency and occupational health and safety are the basics of our successful business. Quality means for us to fulfil the demands of our customers in the best way.

This demands precise coordination of our promises with the requirements of our customers and other interested parties, as well as consistent compliance of our quality, environmental, energy and occupational health and safety standards.

In this sense, quality, environmental protection, energy efficiency and occupational health and safety are important criteria for our customers' purchasing decisions and form a reliable bond with our customers.

Acting quality-conscious, environmentally conscious, energy and safety conscious means for us to deal also with valuable resources efficiently and gently.

In the medium and long term, continual improvement of quality, environmental, energy and occupational health and safety improvements are the basic prerequisite to efficiently cut down on costs and contributes significantly to protecting the environment.

To produce quality, environmental, energy and safety awareness, it is primarily important to avoid at all stages of order processing errors and eliminate sources of errors and hazards systematically.

To generate awareness for quality, environment, energy consumption and safety, it is primarily important at all stages from production to recycling to eliminate sources of errors and hazards systematically.

Safeguarding and directed quality improvement, environmental protection, energy efficiency and occupational health and safety is a cross department cutting issue across all staff functions and boundaries. It requires the conscious involvement and active cooperation of all employees.

Every employee has the responsibility and the right to point out that circumstances, which prevent the environment, energy saving, the production of products with impeccable quality and occupational health and safety should be eliminated, either

- within the organisation;
- upon contract review;
- upon the study of technical documents;
- upon examination of the quality of raw materials;
- when operating machines and/or equipment;
- when verifying testing equipment and methods;
- with packaging material and transportation equipment

A trouble-free organization and advanced methods of quality, environmental, energy efficiency and occupational health and safety management are the necessary framework. Occupational Safety and Health are part of the self-understanding of our company and make an important contribution to corporate success. Therefore, it is important to encourage the health and safety consciousness of the whole hierarchy by regular trainings and inspections.

Health is our greatest asset. Healthy employees are an essential condition for economic efficiency and thus for the success of our company and for the securing of jobs. Occupational health and accident prevention are therefore fundamental goals of our company. Therefore we are committed to the creation or design of safe and humane working conditions and jobs. We hereby undertake to prevent accidents and diseases at the organization's workplace.

All managers and employees are required to comply with all statutory requirements and the operational requirements at all times, to protect their own health and the health of other employees and monitor all operational activities to consistently ensure that accidents and occupational diseases, but also adverse effects on the environment of the company are being prevented. The management is willing to provide the necessary funds available.

The plant and equipment safety is developed continuously. Every employee is encouraged to participate in this process with their own ideas and suggestions.

Equipment and instruments must be kept carefully repaired. For facilities and equipment, which specific hazards security concepts are to develop, which also provide for regular monitoring and testing. About the safe operation of a plant and equipment required installations technical, organizational or personal solutions (TOP-Principle) for prevention and reducing hazardous situations effectively must also be planned.

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All employees are asked to suggest proposals to improve the product quality, environmental, energy consumption and health and safety.

All executives are obliged to implement the quality, environmental, energy efficiency and occupational health and safety management measures that apply to their particular sphere of responsibility, to supervise and control the efficiency of any such measures and to adapt them to the latest standards of knowledge and make them meet with actual requirements.

By defining measurable quality, health and safety objectives, providing funds and monitoring the implementation of these objectives, management secures an ongoing process improvement. We hereby undertake to continual improvement by all management systems and its performance.

This understanding of quality and quality awareness, and the recruitment of all staff to quality, environmental, energy efficiency and occupational health and safety standards are prerequisites for the satisfaction of our customers, all interested parties and for the continued success of our company.

Our philosophy and policy are regularly reviewed and updated as required.