

## Corporate policy

- The Franz Morat Group is certified in accordance with IATF 16949 and serves as the “remote function” for all locations.
- Top management requires all locations to operate in accordance with this corporate policy.
- The foundation of the management system is formed by the requirements of DIN EN ISO 9001, DIN EN ISO 14001, DIN EN ISO 50001, and IATF 16949.
- The scope of certification may differ based on location.
- Quality is the fulfillment of the needs and expectations of our customers. Our goal is customer satisfaction, which we achieve through the quality of our products and services and simultaneous protection of the environment.
- We regard environmental protection and energy efficiency as equally important goals alongside other strategic business objectives. Thus, we strive for harmonization between economy and ecology. Our Quality, Environmental, and Energy Management System is designed to contribute to the operationally successful implementation of our environmental protection and energy efficiency measures, which will ensure achievement of all business objectives.
- Quality, environmental protection, and improving energy consumption are obligations of all employees and are the result of teamwork. Every employee, all the way through the Managing Director, holds these responsibilities in his or her own work area. Through attentiveness, discerning critical thinking, and careful action, every employee can contribute to early recognition of error sources and can help to prevent and rectify errors.
- Qualified and motivated employees are the foundation for achieving our objectives. Quality assurance, environmental protection, and energy conservation must be ingrained in all of us as indispensable components. We therefore make reasonable resources in terms of personnel and materials available for education and training.
- Environmental protection must be considered starting with the development of new products and production methods. The objective is economic use of state-of-the-art technology to achieve maximum quality and minimum environmental damage from raw material and energy consumption as well as from waste, wastewater, emissions, and noise.
- We consider the duty to adhere to the relevant regulations to be a given. Furthermore, we seek to make continuous improvements in quality, productivity, energy efficiency, and environmental protection as well as to reduce our energy consumption over the long term.
- We wish to collaborate with our suppliers and contractual partners to work toward our objectives of quality improvement and abatement of environmental impact. As a general practice and to the extent possible, starting from the point of purchasing products and services, we will give preference to those that enable us to improve energy consumption.
- Implementation of our quality, environmental and energy objectives, the effectiveness of our quality, the environmental and energy system, observance of regulations, and the effects on energy consumption and the environment will be evaluated via regular internal audits. We will implement measures for improvement as needed. We commit ourselves to ensuring that the information and resources necessary to achieve our objectives are made available.
- We would like to keep the public, our customers, and the public authorities informed about our Quality, Environmental, and Energy Management System via an open dialog. This should support the advancement of our quality, environmental, and energy management activities.

- Our shareholders expect the achievement of a sustainable operating margin. To achieve this, future-oriented corporate governance must be ensured, which fosters continuous development.

## **Policy statement regarding corporate governance of the quality, environmental, and energy policy**

### **Obligation**

The Managing Director commits him- or herself and all employees to actively managing and continuously improving the defined organization.

Management keeps employees informed regarding current challenges arising from legislation and our customers. Management provides the appropriate means necessary to use the system. They conduct regular evaluations of the effectiveness of the QM, ENVM, and ENM systems.

### **Liability**

All stipulations within the Quality, Environmental, and Energy Management Handbook and the related documents specified are obligatory instructions.

### **Responsible employees**

We do not want our employees to tenaciously fixate on operating “by the book.” Rather, employees should critically consider whether to abide by the given procedures or adapt them as necessary. If the guidelines are not sensible in a given instance, the applicable supervisors are to make a decision about the individual process to be followed.

### **Quality Management Representative (QMR)**

The Management Representative is a member of the management circle. As a management representative, he or she is responsible for

- Development, assurance, and continuous improvement of the QM system.
- Planning and oversight of suitable quality strategies and directives.
- Implementation of quality objectives as well as introduction and dissemination of effective methods, technology, and resources for quality improvement.
- Fostering of quality consciousness across all levels.

### **Environmental Management Representative (ENVMR), management representative for environmental protection**

The Environmental Management Representative is a member of the management circle. As the management representative, he or she is responsible for the application and perpetuation of environmental management. It is his or her responsibility to implement, verify and observe the applicable legislative regulations in the area of environmental protection as well as to establish the operational requirements for matters, such as disposal of any waste incurred from operation, in an environmentally safe manner. This entails the systematic monitoring, evaluation and improvement of all processes related to emissions, risk abatement, and protection of resources.

### **Energy Management Representative (ENMR)**

The Energy Management Representative is a member of the management circle. He or she is responsible for continuous improvement of the energy management system and for its implementation from a technical

standpoint and in terms of content. This person is thus also the point of contact for all energy-related questions and matters. The Energy Management Representative must ensure that the content, scope, and form of the EnMS is established, driven, and communicated in accordance with applicable standards. This includes establishment of criteria and methods for ensuring effectiveness and verification.

## **Quality, environmental, and energy objectives**

The Managing Director develops the business objectives and collaborates with leadership to set the obligatory quality, environmental, and energy objectives as well as strategies and measures within the framework set by the owners of the company. The Managing Director is responsible for guidance and the results of the businesses entrusted to him or her. These will be further specified and broken down within each department. The Managing Director reports directly to the owners of the company and the Advisory Board.

It is the responsibility of all employees to make their best possible contribution to the objectives they affect.

Franz Morat Holding GmbH & Co. KG

Gökhan Balkis, Managing Director/CEO

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