

## iwis' environmental, energy, occupational health and safety policy

Our business activities, our operational processes and our decisions are guided by economic, ecological and social considerations.

In particular, we support the 17 UN sustainable development goals in our activities.



Safe and healthy working conditions are being created in order to prevent work-related injuries and illnesses.

Environmental, energy management and occupational health and safety (OH&S) are important components of our corporate policy worldwide. We also expect our suppliers to promote and disseminate these principles in their own supply chain to the best of their ability.

iwis is aware that manufacturing processes have an impact on the environment. It is therefore our duty to reduce the impact on the environment as far as possible within the scope of economic and technical possibilities and through well-thought-out processes.

Our responsibility in dealing with the environment, energy and resources requires that we identify and assess significant environmental and energy issues and that we meet defined environmental, energy and OH&S targets.

The specific hazards associated with our activities are known to us and our staff have them under control. We are committed to eliminating hazards and minimizing industrial health and safety risks wherever possible.

It matters to us to comply with legal regulations and other relevant environmental needs, expectations and requirements of interested parties and, where possible, to exceed them.

We measure the extent to which we are succeeding.

We are focused on the key challenge of climate change and the 2050 objectives of the Paris Agreement. Our efficiency measures are contributing to a reduction in CO<sub>2</sub> emissions. This applies in particular in relation to:

1. Production and our building inventory.
2. Products and services.
3. The potential use of renewable energy sources.

Water, the global availability of water and sustainable hazardous substance management are on the corporate sustainability agenda. We are committed to the responsible use of water and use it as sparingly as possible. Our goal is to minimize emissions to water.

Occupational health and safety management is realized by compliance with the following principles:

- Workplace design, including workplace ergonomics
- Optimization of the work process
- In-house improvement management
- Safe machinery and equipment
- Fire protection measures
- Substitution of hazardous substances and sustainable hazardous substance management

As an important aspect of occupational health and safety in our company, hazardous substance management refers to all measures that contribute to the safe handling of hazardous substances.

We adopt preventive measures, including collaboration between the company doctor, occupational health and safety staff and specialist supervisors to ensure the health and safety of our employees at work.

All iwis employees are called upon to make an active contribution to the protection of the environment, to occupational safety and to the responsible use of energy. We run information

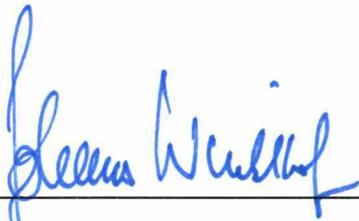
campaigns and provide training to promote environmentally aware, safe and sustainable behavior.

With new products and production processes, we take environmental protection requirements relating to energy efficiency, the way energy is used and how much is consumed into account right from the development phase. From the early phases of planning production processes and when setting up and operating our technical equipment, we strive to use the best available and economically relevant technology to ensure that our employees can work safely.

We readily make use of any opportunity to save energy and raw materials in our manufacturing processes.

The aim is to eliminate or reduce the amount of pollutants, greenhouse gas emissions, waste and noise generated by our production processes. We aim to re-use resources.

The suitability, adequacy and effectiveness of the management systems are regularly reviewed by senior management based on internal audits and periodic management reviews of corporate environmental protection, energy and occupational health and safety management. The necessary resources are made available to achieve continuous improvement and meet the defined targets.



Johannes Winklhofer,  
Managing Director,  
Environmental Officer of the Board



Matthias Knoblich,  
HSE-Officer



Tatyana Becker,  
Environmental- und Energy management  
representative

