

Quality, Safety and ESG Policy

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All employees are committed to the quality, safety and ESG objectives, which are an essential part of the corporate strategy. ESG stands for Environment, Social and Governance.

- We strive for business success, but as a company, we are also committed to our employees, the region and the environment. Credibility, transparency and corporate responsibility are the fundamental values that provide our basis. We consider sustainable business practices to be an essential precondition for the long-term success of our company.
- We are a competent and reliable partner for our customers and fulfill their expectations sustainably; the agreements with our customers are mandatory for all our employees.
- The high-quality standard of our products and services is a key element for the long-term development and success of our company.
- The qualification of our employees is an important pillar, among other things also for ensuring quality capability. Thus the employees take responsibility for continuous and consistent quality improvement. As a result the further training of our employees, especially in the areas of quality, safety and ESG, is of central importance. Internal processes are regularly trained and monitored for compliance.
- As part of our internal Operational Excellence Program we are constantly working on improving processes and value an open approach to non-conformities. We consistently implement corrective and preventive actions to reduce and avoid sources of non-conformities. We consider customer complaints and proposals as an opportunity for improvement.
- The safety standards are constantly being further developed by reporting of „near-accidents“ by the employees and regular audits and factory tours with a focus on safety and health. We raise awareness among our employees through regular trainings and aim to avoid work-related accidents. The physical and mental health of all our employees is important to us. Through preventive health care and health improvement measures, we reduce illness-related absences and maintain our employee's ability to work. We also pay special attention to this when designing workplaces, working time models and other basic conditions.

- When developing new products, we pay attention to both economic and ecological criteria. In addition to fulfil the general technical and economic requirements of our customers, Getzner products are especially designed for longevity and constant performance (maintenance-free). This proven longevity contributes to save resources and improve the carbon footprint over the life cycle of the applications. The efficiency of internal material and energy consumption is of central importance for the resource-saving manufacturing of our products. Part of the unavoidable production waste is already recycled in special processes and returned into the material cycle. This recycling quota is expected to increase significantly over the next few years.
- We want to continuously improve our performance, especially in the environmental sector, and therefore we regularly set ourselves new goals. In future, our own decarbonisation strategy and the resulting annual focus projects will help us to constantly reduce our company carbon footprint. With our own hydroelectric power plants we have always relied to a large extent on renewable energy (including photovoltaic systems, heat recovery systems, heat pumps, etc.).
- Ethical, social and legal compliance is important to us. We take our responsibility in the region and in our markets and are committed to our employees and the community. In this context, the Getzner Code of Conduct for employees, managers and partners, as well as the Code of Conduct for suppliers, are central guidelines in terms of our corporate philosophy. With regular assessments and audits of our most important suppliers, we also focus on constant improvements in the upstream and downstream supply chains.
- We are committed to comply with all relevant regulations and official requirements.
- We practice a transparent and responsible information policy in relation to our interested parties (stakeholders).
- Stakeholders such as suppliers and business partners are actively involved in the quality, safety and ESG policy and are therefore an important factor for continuous development.
- To implement our quality, safety and ESG policy, objectives are defined, and corresponding measures are implemented. These objectives and the effectiveness of the measures are monitored using key indicators.

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Jürgen Rainalter

Chief Executive Officer Getzner Werkstoffe GmbH