



3A Composites GmbH
Corporate Policy



mission[™]
TOGETHER. RESPONSIBLE.

3A Composites GmbH

CORPORATE POLICY

3A Composites GmbH is mindful of the role it plays in contributing towards a better and healthier living environment. We are committed to evaluating our actions on a continuous basis in order to improve them, to increase their environmental-friendliness, and to develop products which are more sustainable. By setting up a sustainability committee, we will constantly pursue these objectives, and use regular tracking to make sure improvements have been achieved. Our integrated management system provides us with an important framework for the implementation of sustainability in our business activities.

The impetus for this new operative orientation is the belief that a sustainable business policy does not only benefit the environment, but can also lead to cost savings, strengthen the company's market position and make it more attractive for existing and potential employees.

Alongside the requisite materiality analysis, which defines which topics are important for the company, the United Nations' 17 Sustainable Development Goals (SDGs) also serve as a framework for improving sustainability.

The key components of our integrated management system are environment, health, safety (EHS), energy and quality. All management and decision-making processes are aligned accordingly.

Our aim is to produce consistently high quality products. In order to do so, we identify and evaluate stakeholders' requirements and expectations which are relevant to our business. Similarly, we identify and assess risks and opportunities which could impact the conformity of our products or affect customer satisfaction. Risk analysis enables us to implement suitable measures in order to mitigate or avert risks to the company, our products and our customer satisfaction.

Our integrated management system's effectiveness with regard to resource consumption and volume of waste is annually verified by means of measurable outcomes and audits.



3A Composites GmbH is committed to conserving resources such as energy, water, air and soil. We want to prevent pollution and safeguard the health and safety of people working at or visiting our plants. We act in accordance with local laws and practices to this end. Our corporate values are based on: customer focus and entrepreneurship, trust, integrity, mutual respect and team spirit.

Core Values for our employees:

3A Composites GmbH aims to create a healthy and safe working environment. We work collaboratively and continuously to recognise, identify and eliminate health and safety risks in the workplace. In cases where this is not possible, all efforts must be made to reduce risks as far as possible. Averting work-related illnesses or personal injury should be a ground rule. To this end, reporting near misses is an important tool for all employees. Our goal is for employees to be able to go home safely at the end of the working day, and, at the same time, we are committed to minimising the impact we have on the environment.

Our aim is to encourage our employees to adopt healthy, safe and environmentally conscious lifestyles both at work and at home.

Preventive health care is promoted at 3A Composites GmbH as part of Health and Safety measures at work.

We ensure that our employees, contractors, suppliers and other stakeholders are made aware of EHS issues and EHS programmes related to our operations, and that they are engaged in the process by means of training courses, communication and the regular publication of our results.

Core Values for the environment:

As climate change is one of the greatest challenges of our time, one main concern is reducing our products' carbon footprint. The circular economy is also becoming increasingly important and involves optimising the use of resources and reducing waste. A special working group has been set up; its sole purpose is dealing with the circular economy, including recycling.

External parties and tools will be employed to make targets transparent and the results achieved visible. These results will be an integral part of our sustainability reporting.

Our ongoing endeavours are to reduce the environmental footprint of our production sites and operations by continuously improving environmental and energy performance. In combination with our main goal of healthy economic development, our aim is to:





- optimise energy efficiency and our use of raw materials
- reduce our use of materials and reuse or recycle materials to minimise waste and pollution
- develop and implement specific programmes designed to reduce greenhouse gas emissions from our operations
- deliver sustainable benefits in safety, health and environmental sectors by building long-term mutually beneficial relationships with our local communities, government authorities, business partners and other stakeholders
- support the application of environmental, health and safety best practice in the design and manufacture of safe and reliable products which deliver significant benefits throughout their life cycle due to the specific properties of our materials.

In order to implement this policy successfully, [3A Composites GmbH](#) undertakes to:

- make improvements in environment, health and safety and to provide the necessary resources for these sectors.
- require all business partners involved in our business activities to acknowledge their responsibilities relating to environment, health and safety issues and to demonstrate their support of our objectives by effective action.
- continue to develop, implement and maintain recognised management systems and programmes which ensure appropriate and consistent implementation of this corporate policy.
- ensure that our values are not limited to merely complying with all applicable legal regulations, official requirements and [3A Composites GmbH](#) environmental, health and safety regulations. We also want to take the initiative, and by setting positive examples, provide impetus on a wider scale. We do not consider environmental and economic goals to be incompatible. Instead, we believe these goals are mutually beneficial, we are committed to maintaining a healthy balance between ecological and economic interests.

