Date: 08.03.2021 Version 7 page 1 of 1	**Management Manual** **Chapter 01 Management Processes** Environmental Policy	KaTech Katharina Hahn + Partner
01-01-Policy-08-S Release see release list	(x) Multi site ( ) GER ( ) UK	

Climate protection, sustainability, avoidance of environmental pollution and social-ethical action are fundamental components of our company philosophy.

Within the defined scope of application for our environmental management system, we commit ourselves to a sustainable environmental policy to protect natural resources, to preserve the natural basis of life, biodiversity and to minimise environmental pollution, as well as to reduce the negative effects on our organisation. Environmentally relevant aspects in the context of the company – under consideration of the interests of involved parties, the internal and external topics - for this area of application are evaluated and measures to improve environmental performance are defined in the environmental programme.
Environmentally relevant risks and opportunities are regularly evaluated to ensure that they are handled appropriately.

We undertake to comply with all binding obligations and all relevant regulations as well as agreements we have decided to comply with. Likewise, our service providers and suppliers must undertake to comply with applicable -environmentally relevant- laws and regulations.
It is our goal to reduce existing environmentally harmful influences of our company - as far as can be influenced and possible - by providing appropriate means, to awaken and strengthen the understanding of our employees and business partners for environmentally relevant influences and effects. I am committed to ensuring that managers and employees in the company who are to contribute to the effectiveness of the environmental management system receive effective support, including financial support.

We meet our responsibility towards our employees, among other things, within the framework of activities for occupational safety and health protection, including regular occupational medicine instructions and preventive medical check-ups.
We continuously review the requirements of environmental management, which are integrated into our business processes, for feasible improvements. This includes also international requirements or preferences.
Employees at the Wesenberg site are regularly informed about environmental issues, e.g. through the environmental report, targets or personal instructions, as well as through up-to-date information on environmental issues/environmental behaviour.

Environmentally relevant responsibilities and authorities are defined, and there is an established environmental team. This team meets at least twice a year and is also responsible within the scope of the tasks for identifying possibilities for improvement and incorporating them into action plans for implementation. The management decides on objectives, investments, time frame and priority. The achievement of objectives as well as conformity with binding obligations are assessed in the annual environmental management assessment with regard to the status of implementation.

The main focus of our activities are:

- Occupational health and safety, work simplification for the prevention of work accidents (target = 0) and to keep our employees healthy
- Saving fossil fuels (gas, oil) where possible and thus reducing CO_2 emissions
- waste management, mainly by avoidance and preparation for recycling
- Increase of sales volumes for the sustainable segment by active development of of our product portfolio in the direction of "sustainability". In this way we create specific offers for our customers for the
    - o Reduction of emissions due to CO_2 (carbon footprint) as well as for
    - o Reduction of drinking water consumption (Water Footprint)

➔ e.g. through organic products, products without genetic engineering, sustainable palm oil (RSPO), vegan products

- procurement of wood, paper, cardboard form sustainable forestry where possible (PEFC or FSC)
- Comprehensive Quality assurance

This policy is available to all employees on the notice board and to interested parties via our website or on request.

External communication of our significant environmental aspects is currently not planned.

Lübeck, 9/3/21
Place, date

Patrick Schwarz, Managing Director and Shareholder

Wesentliche Änderung ggü. voriger Version: --; up-dated