

## Company Policy

Quality, environmental protection, energy efficiency, sustainability, occupational safety

### Who we are

This Company Policy forms the foundation for our work and is reflected not only in the quality of our products but also in several other key aspects of our identity. More specifically, we as a company assume responsibility for people, society, the environment, climate protection and sustainability. Our integrated management strategy equally incorporates both the company management team and employees into systems and structures for ensuring compliance with all relevant requirements, whether of a legal, normative or customer-specific nature.

**Quality** for us means consistently delivering high-quality, long-lasting, customised products that meet all of our customers' expectations. For this reason, we continuously work to improve our processes and systems in order to ensure the highest degree of customer satisfaction, as well as safe and secure jobs and the sustainable further development of our company.

### Our customers

We put our customers at the heart of our business activities. Their requirements, wishes and expectations shape the development of our products, services and processes.

Our products and services meet the most demanding requirements with regard to quality, sustainability, energy efficiency and occupational safety. The products we supply are technically flawless and economically viable and are developed and produced in a responsible manner, whereby our goal here is to consistently offer our customers added value.

We always put the customer first. Customer requirements and specifications determine the way we think and act and also reflect the current and future needs of our market.

Satisfied customers are not only our goal; they are also the basis for success of any kind and the key to the further development of our company at various locations – not to mention a guarantee for secure jobs within our organisation.

### Our employees

Our employees are the foundation for the success of our company. Their health, expertise and personal dedication safeguard our performance capability and competitiveness. We create the conditions that enable our employees to realize their potential in the most effective manner possible, and thus achieve our company objectives and targets. Our approach here includes:

- Promoting a pronounced awareness of the importance of quality, environmental protection and energy efficiency as an integral component of daily activities at the company
- Responsible and efficient use of resources and the continuous optimisation of energy efficiency
- Periodic training and continuing education measures in order to systematically expand employees' knowledge, capabilities and decision-making ability with regard to quality, environmental protection, energy efficiency and occupational health and safety
- Consistent implementation of occupational health and safety measures in order to ensure safe and ergonomic working conditions that also promote employees' health and safeguard the personal well-being of all employees

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We also foster an open culture of communication, mutual respect, and teamwork. In this way, we have succeeded in creating a motivating and trusting work environment that offers space for innovation, personal initiative and responsibility, and continuous improvement. All of these aspects must be projected outward from within, that is from the company, and this is only possible if each and every employee is aware of the importance of these aspects and has adopted the right attitude.

### **Our suppliers**

Long-term, trusting and fair relationships with our suppliers are a key component of our business activities. This is the foundation upon which we generate sustainable added value for both our suppliers and our company, and ensure the quality and availability of our products and services. Mutually beneficial relationships enhance the ability of both sides to create value. We live by this principle. Together with our suppliers, we make a continuous effort to procure materials, products, equipment and services that meet the most demanding requirements in terms of quality, sustainability, energy efficiency and safety. While doing so, we attach particular importance to improving energy performance and ensuring a sustainable and resource-efficient structure for the entire supply chain.

### **Our environmental responsibility and sustainability**

Awareness of the importance of quality, environmental protection, and energy efficiency and conservation is increasingly becoming a decisive competitive factor. With this in mind, we make use of the latest energy-efficient machines and systems. Through the targeted use of modern technologies, as well as periodic maintenance operations and systematic monitoring, we are optimising our processes in order to minimise resource consumption, prevent waste and reduce emissions. With regard to energy management, we have also committed ourselves to the continuous improvement of our energy performance. In particular, we are achieving such improvement through the ever more efficient use of our main sources of energy – electricity and natural gas. We also advise and encourage our employees to pay attention to energy efficiency and resource conservation as much as possible in their daily activities.

### **Our occupational safety approach**

The early identification and assessment of risks is crucial for ensuring occupational safety, and this is especially true with regard to the operation of machines and equipment. Using the STOP principle (**S**ubstitution, **T**echnical protection measures, **O**rganisational protection measures and **P**ersonal protection measures) as a basis for our approach, we regularly conduct safety briefings and practical training sessions that help to ensure safe working conditions and reduce accident and health risks.

### **Our continuous improvement process (CRP)**

The continuous improvement of quality, environmental protection, energy efficiency and occupational safety is a key component of our company philosophy. Our activities here are completely geared towards ensuring the sustainable further development of our performance and processes with the aim of aligning business success with environmental and social responsibility.

### **Our main objectives here are:**

- To consistently improve our business performance
- To continuously optimise efficiency with regard to electricity and natural gas consumption in particular
- To use all resources efficiently and responsibly
- To maintain strict compliance with all applicable standards and customer-specific requirements and, wherever possible, to exceed the stipulated targets

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Each year, our Company Policy is reviewed, assessed and, if necessary, adjusted as part of an overall management review process.

## Our management system

In order to achieve our company objectives with regard to quality, environmental protection, energy efficiency and occupational safety, we rely on an integrated high-performance management system that is aligned with the **ISO 9001** (quality management) and **ISO 50001** (energy management) international standards. This system ensures that all relevant principles, standards and requirements are systematically and effectively integrated into our daily work processes.

For us, the continuous optimisation of our performance, processes and management system is an important element of our further development as a company. In this manner, we promote innovation, improve resource efficiency and increase our competitiveness for the long term.

Each year, we review our Company Policy as part of our overall management review process in order to take into account possible changes to operational and other requirements.

If requested to do so, the company management team decides whether and to what extent information on management issues is to be communicated externally. In any case, we do not actively communicate any information about our management system to external recipients.

The management team and all employees at the WISCHEMANN Group have committed themselves to complying with this Company Policy with regard to quality, environmental protection, safety and sustainability, as well as to achieving the associated objectives and providing the funds / making the effort needed for this.

Ochtrup / Salzbergen, den 23.09.2025



Ingo Quent  
WISCHEMANN Kunststoff



Christian Herdering  
VACU-form



Michael Götz  
wi-sales