

## Sustainability and Quality Policy of EJOTATF

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### Our Ecological Commitment

As a family-run company operating in the metal processing industry, we contribute to environmental and nature protection.

Specifically this means that we set targets for climate protection projects, invest in new technologies and continuously enhance our processes. We look at our value chains - within the company as well as outside - and identify the potentials for improving our environmental performance. For this we receive support from consultants and institutions. Avoidance of waste, keeping both the air and the water clean and using new areas under consideration of native flora and fauna are some examples.

We receive data from our production processes which we then use for the evaluation of qualitative and environmental considerations and emission sources. This data serves as our source of information to continuously enhance our management system.

We understand that our employees, business partners, the state and society, but also other stakeholders have information requirements. We want to actively provide this information. To this end, we offer our willingness to enter into a trusting dialogue. In addition to the topics we have identified in our processes, we will take up ideas and suggestions from our partners and other interested parties. We will incorporate them into our goals for the increase of quality and the protection of nature and environment. Transparency and honesty are self-evident for us and are the basis of our communication.

Compliance with all legal stipulations and obligations is a matter of course.

### Our Social Responsibility

We want to be a fair and reliable partner. The EJOTATF compliance guidelines represent our ethical and legal compass, containing the most important rules for our conduct within the EJOTATF and also towards our business partners and the public.

Our employees are the basis for the company's economic success, which is why issues such as the compatibility of family and work life, health, apprenticeship and further education - internal and external - are a top priority. Tolerance, appreciation and respect towards colleagues and partners are necessary and represent the basis for cooperation within the company. With these efforts we also want to contribute to the good reputation of the EJOTATF corporate image.

### Our Economic Growth

Our products should be innovative, high-quality and durable. This will characterise the EJOTATF brand and contributes significantly to the economic success of the group. If EJOTATF continues to grow, it is a confirmation for our business partners regarding the course of our company group. In turn this means that we must be conscious of our responsibility towards employees, business partners and the general public also for the future. This is why it is important for us to operate in a sustainable manner. Only together we can be successful.

### Our Quality Principle is: EJOTATF - The Quality Connection

Quality is the basis of all activities at EJOTATF. As an international company we are accepting responsibility for the quality of our products and processes, for the adherence to international standards and certifications as well as uniform management standards.

#### Zero Defects Objective:

The consistent pursuit of the zero defect objective for all products, processes and services is the prerequisite for securing our future, whereby the avoidance of defects takes precedence over defect correction.

#### Customer Satisfaction:

We are a reliable and competent partner to our customers, with the ultimate goal being to meet the expectations through defect-free products and adherence to delivery dates.

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### Continuous Improvement:

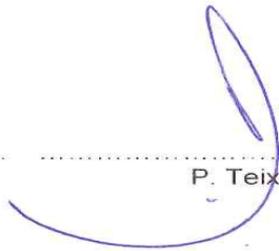
In terms of our EJOTATF vision, our entire attention is devoted to the continuous improvement of products, processes, procedures and organisational flows. Continuous improvement processes are implemented in all business units of the company.

### Leadership Competencies:

The business plan contains concrete goals in respect of divisions and plants, products, customers and superordinated tasks. The achievement of the set targets is monitored by the general management with the help of the compiled information and data. The EJOTATF management system is supposed to ensure these principles, requirements and tasks. All systems are continuously improved in the above-described sense and their efficiency is checked by internal and external auditors. The corporate management will ensure that the management system is given the necessary instruments. In order to achieve these company goals permanently, the corporate management hereby obliges all employees to carry out their activities according to the descriptions of the management system.



P. Daamen



P. Teixeira



R. Surber