



Corporate Policy

of

Lübke & Vogt GmbH & Co. KG, Hüstener Straße 43-45, D-59846 Sundern, Germany

Preliminary remark:

The corporate policy of Lübke & Vogt GmbH & Co. KG is explained below:

As part of the Angst+Pfister Group in Switzerland, we are also fully committed to the Group's Human Rights Policy and Environmental Policy, which can be viewed at www.angst-pfister.com.

§ 1

Occupational safety

Preventive approaches to occupational health and safety form the basis of our performance. Every accident can and should be prevented. Safety and economic success are therefore equally important corporate goals.

§ 2

Information & data protection

The data and information provided to us by our customers or business partners, as well as our own know-how, are valuable and must be protected in a distinct way.

An information security risk management process has been established for this purpose. Suitable measures are defined, resources estimated, priorities set and implemented by those responsible to deal with the identified risks.

We are committed to the applicable data protection requirements of the legislator and deploy appropriate resources of monitoring.

Lübke & Vogt holds an externally certified TISAX label at Assessment Level 3.



§ 3 **Energy**

Lübke & Vogt is certified according to DIN EN ISO 50001. We are constantly striving to improve our energy-related performance (consisting of energy efficiency, energy use and energy consumption). This is achieved either by reducing energy consumption or by improving the utilization of the energy sources used.

We ensure progress and the improvement of energy-related performance through targeted investments in the maintenance, modernization and further development of our plants and facilities.

This applies to the formation and pursuit of the corporate strategy as well as daily and operational activities. Top management, executives and all employees in the company take responsibility for this.

§ 4 **Legal requirements**

Ensuring legal compliance in the areas of occupational safety / energy / quality / environment / data security is controlled and monitored via the management system installed in the company.

During this process we comply to applicable laws and official requirements of the countries of delivery and usage, insofar this information is known and agreed.

§ 5 **Interested parties**

In all processes, the expectations / requirements of the stakeholders regarding the management systems and the organization are recorded, evaluated, and considered.

We include our home community and neighbors in the immediate vicinity in a distinct way and approach tasks by supporting local structures, authorities, and associations. We want to have a positive influence on our immediate environment.

§ 6 **Customer satisfaction**

As part of a partnership and trusting cooperation, our primary goal is to comprehensively fulfill the expectations / requirements of our customers. We listen to our customers and align with the requirements that go along with our products.

Our management systems and partnership-based cooperation in the supply chain are designed to achieve the “zero-defect strategy.”



§ 7

Employees and managers

Our performance is determined by our employees. Prevention in occupational safety and active health protection support this performance.

The managers of our company should be a role model for the employees and are particularly committed to observing the company policy.

By integrating everyone involved and through consistent communication we aim to maintain employee satisfaction in the long term.

§ 8

Partner-supplier

The quality of our products is codetermined by our suppliers to a considerable extent. To achieve common goals (quality / energy / environment / safety), we work in partnership with our suppliers on a long-term basis.

§ 9

Process-oriented management approach

The basis for our management system is conducted by effective and efficient processes to achieve the highest product and service quality / safety and health standards / energy / environmental protection and data security requirements.

The results of the environment analysis, the opportunities and risks of the individual processes and the expectations and wishes of the interested parties are considered as influencing factors.



§ 10

Continuous improvement

The principle of continuous improvement is an important part of our actions and ensures the company's success and the further development of our management system with strategic and operational key figures / goals in the future.

Every employee and every manager are requested to identify potential for continuous improvements at every point in their daily working life.

§ 11

Environment

We manufacture technical molded parts and work with the necessary raw materials and processes. On this basis and based on the material volumes processed, the company is subject to the BimSchG.

The avoidance of environmental pollution and the protection of resources are actively pursued by involving all employees in operational environmental protection to ensure sustainability for the future.

Lübke & Vogt is certified according to DIN ISO 14001. Reduction targets have been set and can be made available upon request if there is a legitimate interest.

§ 12

Sense of responsibility

The basic prerequisite for achieving optimum work results is a distinctive level of employee awareness and the assumption of individual responsibility for oneself and within the group.

A willingness to take responsibility and risks encourages entrepreneurial thinking and offers new perspectives. Decisions are made based on facts, know-how, experience, customer specifications and in compliance with all relevant regulations and laws as well as the Code of Conduct.

All employees are trained and sensitized in topics relating to quality awareness, environmental and health protection, and safety.

§ 13

Competitiveness

We ensure our long-term corporate success through innovative, high-quality, responsibly resource-efficient, environment friendly and economical solutions for the global market.

We strengthen our future competitiveness by implementing measures in research and development to increase energy-related performance. When prioritizing our measures, we take the megatrends of industrial nations into account as far as possible.