

## **Social Responsibility**

### **Statement**

We continuously strive to improve our performance by promoting our employees' expertise and encouraging them to assume responsibility, ensuring the long-term development and growth of Quartztec Europe.

As we strive for sustainable development and economic success, we deal responsibly with financial and natural resources, with our employees and with our social environment. This goal of sustainable economic development applies for all areas of the company.

The following areas have been highlighted as keen for ensuring our social responsibility.

### **Environment & Safety**

We are enforcers of our ISO 14001 standard, with codes of conduct aligned to Environmental & Safety improvements for Quartztec Europe. As a manufacturing company, we take particular responsibility for the safety of our employees. We have a clear Code of Conduct and Supplier Code of Conduct to support our Environmental & Safety goals.

### **Employees and Corporate Culture**

To secure our future, we must attract and retain highly qualified and ambitious employees. With our global orientation, the ability of our employees to think and to work internationally and interculturality is an essential success factor for Quartztec Europe. We regard leadership and excellence as crucial strategic levers for achieving our goals and moving the organization forward. Each and every manager serves as a role model in this regard. We treat one another with fairness and respect, both in our own organization and with all other stakeholders. We promote continuous improvement thinking and encourage our employees to take responsibility.

### **Social Impact**

We are committed to high standards of behaviour as stated in our Code of Conduct, which contains binding regulations about ensuring fair trade, avoiding conflicts of interest and fighting corruption. A liveable environment is important for us and our employees. We participate in shaping our social environment as a company and through our employees.