

## Corporate Policy ECKART TLS GmbH

### Corporate values

Our mission statement, our management guidelines and the ALTANA Code of Conduct form the basis for our cooperation. The values of trust, freedom of action, openness and appreciation are essential for constructive and successful cooperation with our employees, neighbors, customers, and suppliers.

### Leadership

The decisive factor in the implementation of corporate policy is the example set by management. The management and every manager in the company are committed to aligning their daily actions with the corporate policy set out above. The management calls for continuous improvement in the areas of quality, environment, occupational health and safety, health protection, energy efficiency and profitability. Targets and suitable metrics are set for these areas and the achievement of these targets is monitored.

### Innovation and improvement

Safety and health aspects, energy-efficient manufacturing processes and the avoidance of negative impact on the environment play a key role in product development.

Our culture of innovation enables us to make the most of our capabilities. At ECKART TLS GmbH, innovation encompasses not only research and development, but all processes within the company. Every employee is called upon to seek and implement opportunities for improvement within their area of responsibility.

### Sustainability

ECKART TLS GmbH understands sustainability as a triad of economy, ecology, and social responsibility. We face up to our social responsibility and incorporate social concerns - also regarding our environment - into our business decisions. Social responsibility takes place outside and inside the company. This also includes internal measures that focus on sustainable business practices. A sustainable supply chain supports the improvement of our energy and environmental performance.

We live up to our social responsibility by

- offering our employees good working conditions,
- being a fair and reliable partner for our customers, suppliers, and service providers
- offering innovative solutions for the requirements of our markets,
- assuming social responsibility through a wide range of projects, particularly in the areas surrounding our sites, and
- maintaining open communication both internally and externally.

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### **Occupational safety, health, environment, and energy**

The health and safety of all people working for us are essential foundations of ECKART TLS GmbH's business activities. The protection of the environment and the responsible use of resources are elementary factors for our value-creating activities.

We work closely with the relevant authorities and supervisory bodies and jointly seek solutions to minimize environmental risks and their impact.

The internal regulations (instructions and processes) are binding for all persons working in our company. Every person working on the factory premises must observe and comply with the relevant legal requirements and trade association regulations.

### **Quality policy**

Our quality policy provides us with the framework for setting quality targets and, in addition to our high understanding of quality, shows us further fields of action:

- the continuous development of special solutions for our customers and for new markets
- the continuous development of technology within the company

We are aware of the risks posed by the influence of human factors and our activities are geared towards continuously improving our safety and performance:

- We live an open error culture, errors are openly addressed, discussed, their causes are analyzed and rectified,
- employees' tasks and responsibilities are clearly described and communicated transparently,
- risks are identified and tools that can minimize their occurrence are applied.

### **Binding obligations**

The company undertakes to comply with the legal and self-imposed obligations and to continuously improve our management systems and its processes and to comply with the assured requirements of our business partners and other interested parties. New or amended legal and internal requirements are monitored and implemented. Independent internal and external audits ensure that the legal and assured customer requirements are met.

Bitterfeld-Wolfen, February 1, 2024

Dr. Harald Weiß  
Managing Director