

# Policy on quality, occupational safety, health and environmental protection



Our quality, occupational safety, health and environmental protection policy is part of the integrated management system and forms the basis for achieving our corporate targets.

It is specified by the executive board of the GEDIA Automotive Group and applies bindingly at all locations.

The focus of our actions is:

- Securing GEDIA's independency as family-owned company,
- Constant, profitable and organic growth,
- Customer satisfaction by reliability in all aspects,
- Striving for global technological leadership in development and production of body-in-white components,
- Promoting a work environment characterized by respect for human rights, mutual respect and consideration, good cooperation, diversity, equal treatment, trust, integrity and dignity of all participants,
- An active engagement against all forms of racism and discrimination,
- Operating safe machinery and work equipment, providing ergonomic workplaces, using personal protective equipment and handling hazardous substances safely,
- Prevention of near misses, accidents at work and work-related illnesses,
- Compliance with all applicable laws and regulations and other requirements to which the GEDIA Automotive Group is committed,
- Continuous reduction of our quality, occupational safety and environmental risks,
- Reuse of materials, goods and commodities, waste prevention and sustainable resource management for power, gas, water, metals, packaging materials, fuels, chemicals, biological substances and other consumer goods,
- Noise protection, air pollution control and the protection of grounds and waters,
- Protection of the forest, ecosystems and protection of biodiversity and animals,
- Decarbonization, energy efficiency, the use of renewable energies and the avoidance of greenhouse gas emissions,
- Ensuring preventive fire protection and effective emergency management,
- Clear communication and information policy within the company and its continuous maintenance, updating and implementation as well as an open communication with all stakeholders regarding the implementation of this policy.

Our actions are focused on measuring and **continuously improving** all company processes on the basis of company-wide **key figures**. The **zero-error strategy** involves the application of error prevention methods by our competent employees.

The executive board of the GEDIA Automotive Group demands compliance with these principles, sets an example, monitors them and regularly reviews them for appropriateness.

For this reason, we constantly support our employees through professional and personal development in order to take on responsibility and meet the growing requirements.

Regular and systematic reviews ensure and sustainably improve the effectiveness of the integrated management system.

By means of responsible management, we promote a culture of trust and willingness to change in all areas/ departments of the company.

Helmut Hinkel  
CEO GEDIA Automotive Group



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Trust automotive experience.