

## COMPANY POLICY

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### Growth & Innovation

#### BE IDENTIFIED AS MARKET LEADER BY OUR CUSTOMERS

We are committed to:

- Develop and deliver **innovative solutions** with the **lowest environmental impact possible** and **high technological level** to meet market requirements
  - Ensure **qualitative excellence** and **reliability** of the provided solutions
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### People

#### CREATE AN ENVIRONMENT WHERE ALL EMPLOYEES CAN FULFILL THEMSELVES

We are committed to:

- Live a culture **encouraging** all employees to **contribute** to constant improvement and make them aware of the importance of their role for the achievement of company targets
  - Ensure **consultation** and **participation** of workers
  - Support our coworkers on their way to **personal and professional growth**, in respect of ALTANA values
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### Sustainability

#### BE A SUSTAINABLE COMPANY

We are committed to:

- Be **compliant** with applicable **legal requirements** including but not limited to Health and Safety, Environmental, Energy, Major Hazard Protection and Information Security
  - Provide safe and salubrious working conditions to prevent work-related accidents and occupational diseases
  - Promote and protect our coworkers' **health** and **safety** by eliminating hazard, when possible, and reducing risks
  - Protect the **environment** by preventing any kind of pollution
  - Reduce the consumption of **energy** and other **resources**
  - Collaborate with the authorities and the local community by promoting corporate social responsibility initiatives
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### Excellence

#### HAVE A PROFITABLE GROWTH

We are committed to:

- Define and monitor **performance indicators** capable of providing **real knowledge** about the **operational efficiency** and **competitiveness** of our company
  - Continuously improve the **effectiveness** of **Integrated Management System** in order to increase our performance
  - Assure confidentiality, integrity and availability of data
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