

21.12.2021

TEKNOS GROUP HSEQ POLICY

(H) Health, (S) Safety, (E) Environment, (Q) Quality

Teknos Group HSEQ policy describes our commitment to health, safety, environment and quality matters. The scope of the policy is product development, supply chain and sales of paints, coatings and related services. We follow it in all of our operating countries.

This means actions such as:

- We always comply with laws, regulations, standards, our Code of Conduct as well as other requirements of our defined interested parties and industry's best practices
- We favour sustainable solutions in all our actions
- We are committed to constantly improving our way of working.
- Our goal is zero accidents.
- We communicate our HSEQ issues to employees and other interested parties
- We expect our suppliers and our subcontractors to commit to our supplier Code of Conduct.
- Top management reviews this policy on a yearly basis.
- Country management is responsible for implementing and compliance with this policy.
- The policy is available for interested parties.

OUR VISION - A sustainable coatings solution provider close to customers

OUR VALUES - creativity, persistence and fairness

OCCUPATIONAL HEALTH AND SAFETY - ACCIDENT-AND-INJURY-FREE WORKPLACE

Safety is responsibility of each of us. The risk of accidents and injuries is reduced through continuous assessment of work activities. The objective is to minimize potential risks as early as possible. We utilize our guidelines and the competence of our personnel to identify and minimize risks and hazards. We always think **SAFETY FIRST**.

ENVIRONMENT - RESPONSIBLE SUPPLY CHAIN

We invest constantly in our manufacturing facilities, implement LEAN throughout the company and seek innovative technologies to minimize the environmental impact of our operations and activities. We invest heavily in R&D and analyse life cycle impacts and develop innovative products that are longer-lasting and sustainable. We guide our customers to make responsible choices.

QUALITY - OUR COMMITMENT TO CONTINUOUS IMPROVEMENT

We systematically run improvement projects to learn and improve processes in all countries and functions by developing our knowledge and expertise. We guarantee our customers specified quality through systematic quality assurance. We monitor and measure the expectations of our customer, employees and other relevant interested parties to improve our performance. Employees contribute to developing the operations and are encouraged to make observations and improvement proposals.