GEHR Quality, Environmental, Energy and Health and Safety Policy Statement

GEHR Kunststoffwerk GmbH & Co. KG is committed to the pursuit of customer loyalty through the quality of its products and the reliability of its services and thus to strengthen the common market position. We want to offer our customers products, advice and services which meet their expectations, which are technically feasible and which comply with environmental regulations. Our regular contact to our customers allows us to stay informed about current and future market requirements.

By **Quality and Environmental Compliance** we mean that our products and services meet our customers' requirements, taking into account existing legal regulations, the best available technology, safety and environmental legislation and the relevant standards, ISO 9001, ISO 13485 and ISO 14001 in particular.

We pledge to conserve and protect nature by saving resources and by economising in a sustainable manner. We aim to achieve this goal by ensuring that, following appropriate training, every employee is responsible for the quality and the environmental impact of his or her own work.

Energy Management: We are committed to improving our energy KPI and to increasing our energy efficiency in a continuous improvement process. We have introduced an energy management system in accordance with ISO 50001 to achieve these targets.

We regularly review that
- all employees are involved in the implementation and execution of the energy management systems and all responsibilities have been defined,
- energy aspects and energy data are determined and checked regularly,
- energy efficiency programmes are introduced and implemented correctly,
- the results are measured and reviewed in regular audits.

Occupational Health and Safety: One important objective of our company is to maintain and improve health, productivity and job satisfaction of all employees. In order to fulfil this demand, occupational safety is consistently integrated in all relevant processes in the company, implementing global safety standards. Not only do we consider this as our social responsibility but also as a contribution to enhancing the company's success in the long term. Safety first, always. We have committed ourselves to this attitude in our strategy. To implement this strategy we will be adopting an Occupational Health and Safety Management System in accordance with OHSAS 18001.

All executives are asked to effectively support the used Quality, Environment, Energy and Safety Management System and to guide their team members towards achieving the defined targets in a constant learning process. We want to respond to the current and future market requirements by continually improving the quality of our work and thus want to constantly strengthen our market position.

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We place all interested parties (such as customers, employees, society, suppliers, authorities) at the centre of our activities and with our certification to ISO 9001, ISO 13485, ISO 14001, ISO 50001 and QHSAS 18001 we want to emphasise that awareness for quality, environmental aspects, energy and occupational safety is put into practice in all areas. We are committed to continuous improvement of the management systems.

Quality, environmental protection, efficient use of energy as well as occupational health and safety are amongst the most important objectives of our company. In order to live up to this responsibility, the management uses this management system to define the Quality, Environmental, Energy and Health and Safety Policy of GEHR Kunststoffwerk GmbH & Co. KG. The implementation of this policy ensures that organisational, commercial and technical activities which have an effect on product quality and environmental compliance are planned, controlled and monitored and that contractually agreed terms and occupational safety requirements are fulfilled.

The specific management system for this company constitutes in principles and procedures which encompass ISO 9001, ISO 13485, ISO 14001, ISO 50001 and OHSAS 18001 requirements. The management system is a binding guideline for all employees of the company.

The management systems officer has a set of defined tasks, responsibilities and authorisations to be able to insist in and supervise the implementation of all measures which ensure implementation, effectiveness and constant optimisation of the management systems across all departments. This will be reviewed regularly in internal audits and meetings. This ensures that the company management evaluates the performance of the management systems.

I count on your active support in achieving our company objectives and thank you for your cooperation and for identifying with these objectives.

Mannheim, 25.01.2018

Helmut Gehr,
Managing Director