



Health, Safety & Environmental protection

The primary objective of our HSE (Health, Safety and Environment) principles is the prevention of all accidents, preventive health care, and the continuous reduction in the negative impact of business activities on the environment.



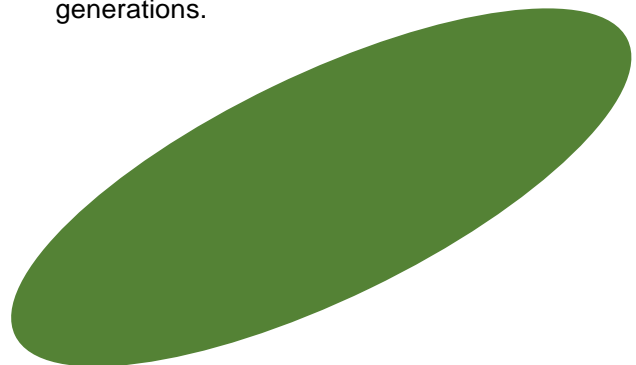
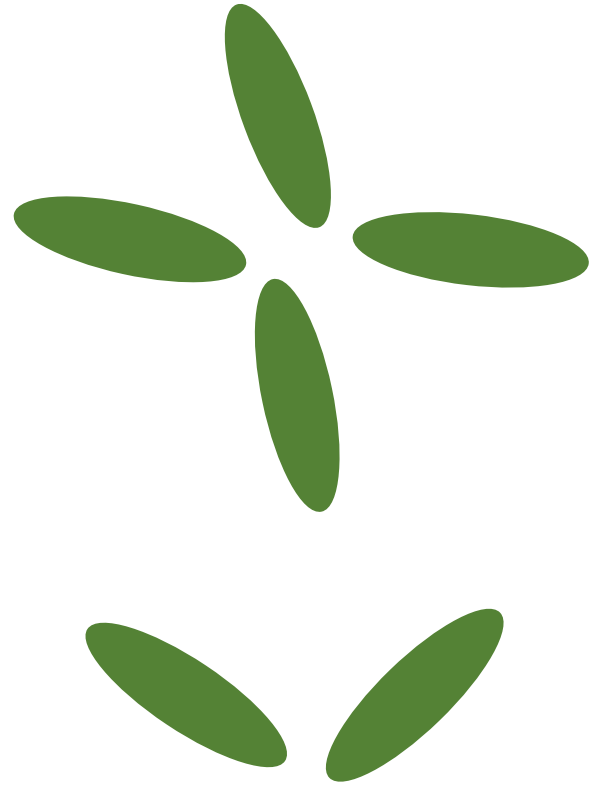
HSE GUIDE LINE

AT HUZOZI WE...

... promote, support and contribute to sustaining the health and well-being of all our associates.

... are committed to behaving responsibly, minimizing risks and looking out for each other every day so that we all work safely.

... take all reasonable care to constantly minimize our environmental impact and to preserve the natural habitat for future generations.



GoalZERO



Through
GoalZERO
we aim for:

- I Zero injuries
- I Zero process safety incidents
- I Zero product safety incidents
- I Zero environmental incidents
- I Zero plastic pellet loss to the environment

The guideline for Health, Safety & Environment (HSE guideline) at Hucozi stipulates a clearly defined framework and encourages a dialog with internal and external stakeholders. At the same time, our organizational structures and management systems ensure legal conformity, provide an orientation framework for our employees and help to monitor Hucozi's long-term HSE objectives. Continuous improvements are being made in an effort to ensure the functional capability of the corporate processes and efficient use of resources within the Group.

which can be reproduced and is easily accessible. The aim is to support the decision makers throughout the Group in performing their planning, control and monitoring tasks within HSE.



The HSE principles constitute action maxims for the Hucozi Group. They describe the fundamental ways how environmental protection, preventive health care, occupational, product and process safety are to be demonstrated to internal and external stakeholders.

HSE AS A HOLISTIC CONCEPT

Preventive health care, environmental protection, occupational safety, the safety of machines, production lines and processes, and product safety are of great importance at Hucozi. Along with our economic success, they are equally important integral elements of our entrepreneurial success.

We systematically take HSE issues into consideration in all of our economic decisions. Implementation of and adherence to the HSE requirements are the duties of every single person within the Group – from the Board of Management through to the apprentice.

Preventive Environmental Protection

Environmental protection is a core element of Hucozi's Values & Principles. We aim to continuously reduce our environmental impact throughout the entire value chain. While developing new products and techniques we adopt safe and environmentally sound manufacturing, utilization and disposal practices. In addition to this, we are constantly focusing our efforts on reducing the environmental impact by using natural resources more efficiently, lowering emissions, saving energy, water and other operating materials, as well as optimizing our transportation processes. Waste is handled in accordance with the principle that **prevention is better than recycling is better than disposal**. Residual substances that can neither be avoided nor recycled are disposed of in a responsible manner.

Preventive Employee Safety and Health protection

We take occupational safety and preventive health protection throughout the whole value chain very seriously. The duties of our executives include identifying, evaluating and eliminating potential hazards to health and safety at the workplace. Where this is not possible, appropriate protective and qualification measures must be implemented for our employees and the proper way of dealing with risks must be communicated. Advised by their supervisors and respective upper levels, our personnel are fully aware of the shared responsibility for their own health and safety at the workplace, they understand the requirements of the work they perform and follow the instructions given by their supervisors. We are committed to integrating health protection, occupational safety and process safety into our day-to-day working routine. The strong commitment of all Preventive employee safety and health protection Hucozi associates is lived within the whole group and is a responsibility shared by everybody. The "We all take care" initiative was born out of this commitment and encourages every single associate to contribute his / her ideas and suggestions for improvement, thus generating a culture in which everyone feels a responsibility for safety at work and environmental protection.

Continuous Improvement

We want to continuously improve the company's HSE performance by setting concrete targets and assessing the results achieved. Managers are obliged to implement continuous improvement processes. Our management systems support us in this and are in accordance with such internationally acknowledged requirements as those of the ISO 14001 environmental protection standard, the guidelines of the EU Eco-Management and Audit Scheme (EMAS) and the OHSAS 18001 occupational health and safety management system specification. We audit our business activities at regular intervals and assess their consequences for people and the environment, enabling us to identify optimization potential and initiate appropriate improvement measures. The purpose of this is to use the best available technology at all sites – as long as adequate economic efficiency is assured.

Compliance with statutory requirements

We comply with the national laws and regulations governing HSE all over the world. Our managers are obliged to use a systematic development process which assures compliance with all applicable safety, environmental and contractually agreed customer specifications. However, Hucozi does not consider that a responsible attitude to the environment and the safety of our customers, employees and neighbors should be restricted to merely adequate fulfillment of the pertinent statutory requirements. We therefore apply our own HSE specifications where appropriate regulations are still lacking or have not been demanded and verified by the local authorities. We brief external companies and suppliers working at our sites and require that they observe and obey Hucozi's HSE requirements. We draw the attention of our business partners to aspects of environmental protection, preventive health care and occupational safety that are relevant to us.

Compliance with statutory requirements

Clearly formulated objectives and expectations are the basis of a trustful interaction with our stakeholders and of an open communication of our health, occupational safety and environmental principles. We report openly and objectively to all of our stakeholders – including employees, shareholders, business partners, authorities and the public via various media/communication channels. We particularly focus on informing and advising our customers about the safe, environmentally compatible handling and disposal of our products.

Training and Motivating Employees

Our employees' behavior is crucial to the successful implementation of our HSE measures and the achievement of our objectives. They receive systematic training, information and motivation to ensure that they adopt a safe and environmentally aware manner. We work together in the identification and elimination of health, safety and environmental risks at the workplace – every employee is called upon to look out for potential HSE risks and report any that are identified. We actively involve our employees in the further development of our HSE principles and appropriate courses of action by encouraging them to proactively contribute ideas and suggestions for improvements.



HSE principles in practice

ENVIRONMENTAL PROTECTION

Hucozi is committed to a concept of preventive environmental protection and a responsible attitude to the handling of natural resources. We want to use raw materials, energy and water in the most efficient way possible and actively minimize the negative impact on the environment throughout the entire life cycles of our products – from manufacturing and use, right through to disposal. We aim to actively incorporate the value-added upstream and downstream processes into our environmental protection activities within the framework of a holistic approach. We also focus on constant improvements in our environmental impact along the whole value chain.

We select our materials and raw materials, and further develop our processes, in such a way as to completely avoid or reduce a negative environmental impact, wherever possible. We already take ecological aspects into consideration when planning any work to be performed on buildings or production lines or any organizational measures. We prevent the production of residual substances wherever possible and, where they cannot be avoided completely, recycle them in the sense of a circular-flow economy, reduce waste to a great extent and dispose of it in an environmentally compatible manner.

We invest in environmental protection, regarding this as an aspect of future-oriented entrepreneurial action. Our business and production processes undergo a continuous improvement process and we give integrated environmental protection measures precedence over additional, subsequent measures. We set specific, measurable targets for our Business Groups and sites all over the world. We support the achievement of these targets by means of appropriate management systems. We do not consider our ecological targets and measures on their own, but pursue them together with other HSE objectives and economic interests in accordance with Hucozi's holistic approach.

We implement suitable measures to ensure that ecologically damaging events and incidents are avoided and if they occur in spite of all reasonable efforts – ensure that they are kept under control. We regard compliance with the environmental requirements that apply in the countries where our production facilities are located as being a self-evident minimum requirement and supplement these with our own stipulations as and when necessary.

ENERGY

Hucozi wants to achieve a continuous improvement in the efficiency of input energy utilization and a constant increase in the proportion of regenerative forms of energy. Innovative utilization concepts and conservation schemes help us to continuously improve the specific energy consumption of our sites including non-manufacturing buildings – and processes. They make a significant contribution towards protecting the climate. We adopt sustainable construction and refurbishment concepts for our buildings regardless of ownership, wherever possible, and employ hereby modern, energy-saving technologies. The Business Groups and sites conduct extensive status and potential analyses in order to be able to identify qualitative and quantitative energy-saving potentials systematically. Efforts are also focused on the realization of energy-saving measures in non-manufacturing buildings and production facilities, as well as in the production processes, thereby achieving a continuous reduction in the specific energy consumption.

WATER

The Hucozi Group has set itself the target of using water in the most conscious and conservative manner possible within its area of influence

Hucozi relies on holistic concepts, circular-fl systems and innovative individual measures to achieve a continuous reduction in the consumption of water.

We avoid the use and discharge of water-polluting substances to the greatest extent possible by continuously improving our manufacturing processes and our transport and storage procedures. We adopt effective preventive measures to protect the bodies of water in the vicinity of our production facilities against any pollution that could arise in connection with our business activities. Where ground-water has been contaminated by Hucozi activities in the past, the areas are decontaminated professionally and sustainably. Our emergency procedures, which are checked on a regular basis, ensure that, in case of an incident, increases in discharged substances, concentrations or loads are limited to the greatest extent possible.

We ensure that no mandatory regulatory limits are exceeded and no ecological systems are damaged when discharging water according to the infrastructural situation at each of our sites. Where necessary, wastewater undergoes a purification process before being discharged into the surrounding body of water.

WASTE

As far as waste is concerned, Hucozi is convinced of the principle that prevention is better than recycling and recycling is better than disposal. We therefore treat raw, auxiliary and operating materials at our facilities and use them again where feasible and expedient. Wherever possible, Hucozi counts on innovative engineering processes and environmentally compatible production planning and scheduling to ensure that waste is not produced in the first place.

We systematically optimize processes in order to reduce waste. In situations where waste is unavoidable, precedence is given to material recycling and energy recovery rather than disposal. We therefore segregate production, storage and office waste systematically and feed it back into the utilization process to the greatest extent possible.

Residual waste materials are disposed of properly.

EMISSIONS

Hucozi wants to contribute towards protecting the climate and reduce its polluting emissions significantly wherever technically and economically feasible. The principle that prevention is better than cleaning and recovery is better than emission is therefore adopted with respect to the development and use of production techniques. Exhaust air is purified according to the generally accepted state of the art. Purified air must be emitted in such a way as to enable unimpeded discharge without any long or short-term detrimental effects for the people or the environment in the vicinity of our sites.

Hucozi aims to continuously reduce its specific carbon dioxide (CO₂) emissions in particular. The Group is improving the energy efficiency of its machines, production lines and processes systematically, in order to achieve this objective. Climate change aspects are considered to the extent possible during product development. We routinely investigate the possibility of using innovative low-energy consuming lighting and supply systems for new buildings, extensions and modernization projects, and decide in favor of regenerative energy sources or those with the lowest possible emission levels.

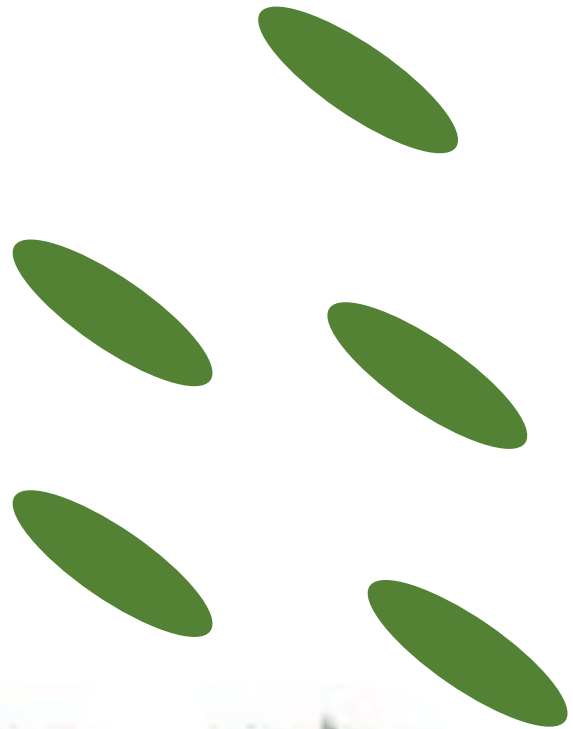
Other air pollutants, such as sulfur dioxide (SO₂), nitrogen oxides (NOX) and volatile organic compounds (VOC) may be produced during the manufacturing processes in our plants, as well as CO₂. Hucozi is already working on lowering its specific emissions here as well, by means of continuous improvement processes and prevention strategies.



Hucozi wants to keep the noise exposure of employees and residents at its sites as low as possible, with values that are well below the pertinent limits. When designing new production lines and processes, we take measures into consideration, which avoid or reduce noise, in order to prevent noise emissions completely or reduce them to the extent possible, right from the start. Sources of noise and noise levels on our premises are measured continually and reduced to a minimum where this can be achieved expediently.

RAW MATERIALS

As far as Hucozi is concerned, the efficient use of raw materials constitutes the basis for the environmentally compatible design of our production processes. We therefore close material circuits, where possible, and improve our material input continuously. We are consistently focusing our efforts on replacing hazardous substances and/or pollutants. We avoid the use of hazardous substances and/or pollutants when developing new products. Furthermore, we also examine the possibility of using renewable raw materials.



HSE principles in practice

OCCUPATIONAL SAFETY

Hucozi is particularly committed to ensuring the safety of its employees at their workplaces. We are convinced that all accidents can be prevented and that this can be achieved by means of technical measures and especially by prudent behavior.

We sensitize every employee to safety at the workplace and draw attention to the employee's personal responsibility for compliance with the applicable safety requirements. Every Hucozi employee is personally committed to further improving safety at the workplace. He or she undertakes an obligation to strictly follow the regulations and instructions given by his or her supervisor. Apart from this, he or she is also encouraged to implement in his or her area of influence all precautionary measures, which may be necessary to protect himself/ herself and his or her colleagues from potential workplace hazards. This also includes reporting accidents and injuries immediately, as well as unsafe processes and conditions. In an effort to foster and further develop our safety culture, we at Hucozi conduct an open dialog with respect to errors or mistakes and possible remedial measures. This is an important prerequisite for expounding the problems associated with near miss- es, as well as their analysis and prevention.



Rules for safety and conduct at specific workplaces are drawn up by the process owners and the people who are assigned to the respective workplaces or tasks. They are implemented on site by the employees and executives. Our executives conduct staff training courses, seminars and coaching sessions at regular intervals to communicate and practice the occupational safety rules and regulations as well as to provide a strict level of care and oversight.

Our safety requirements are already taken into consideration when designing working premises, workplaces and working processes, as well as traffic routes on company premises. Where potential safety hazards are identified or reported in spite of this, appropriate remedial and corrective measures are implemented directly.

The same demanding occupational safety standards are applied throughout Hucozi all over the world and they also apply to suppliers and business partners working at our sites. We comply with the requirements that apply to occupational safety in the countries in which our facilities are located and we supplement these with our own stipulations as and where necessary.



HSE principles in practice

HEALTH PROTECTION

“As a family company, we are devoted to our employees' well-being and personal development. 'To take all reasonable care to ensure the safety of the work- place' does also mean for us 'preventive health protection and health care'.” We are aware that the company can only successfully achieve this objective in cooperation with our employees.

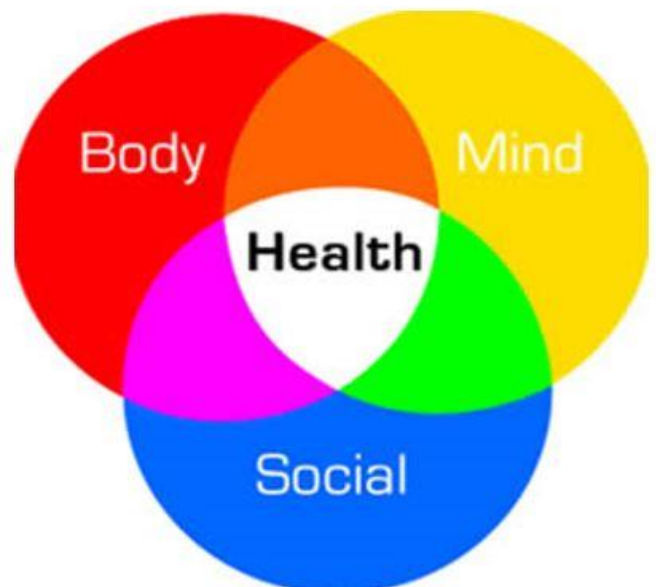
The company can only accomplish this objective if the employee is aware of and appreciates his or her own responsibility for his or her health. To be able to assist the employee adequately, he or she is encouraged to understand the specific health-related conditions of his or her job and to communicate appropriately any limitations so that the company can determine whether a reasonable accommodation is appropriate ; communicate health changes which could impact the ability to fulfill the requirements of his or her job, and live a healthy life style.

All Business Groups are requested to create the necessary framework and attitude to pursue these health principles as an integral part of their management system, compatibly with local workplace health and safety regulations, as well as with labor and privacy laws of each country where the Business Groups operate.

We take disease prevention and health promotion seriously. Management has the responsibility to identify workplace health hazards that could potentially cause illness and eliminate identified health hazards in the workplace to the extent

and communi-cate specifi health-related job conditions and ensure that employees have the requisite physical capabilities and qualifications for the job they perform and create a culture allowing a trustful dealing with employee health concerns.

All efforts on the part of the company of course cannot prevent employees from becoming ill. A part of this responsibility is to provide, where appropriate, upon the employee's return to work after illness, reasonable accommodations which are necessary to enable the employee to perform his or her job.”



possible. Where this is not possible to provide appropriate protective measures and/or to provide reasonable accommodation, assess

HSE principles in practice

PRODUCT SAFETY

At the end of their useful lives, products manufactured by Hucozi may be recycled or disposed of safely, or degraded in the environment without giving rise to any pollution. When designing new products, or further developing existing products, we use reasonable efforts to minimize the risk that our employees and customers are exposed to any potential health hazards.

The products and the raw, auxiliary and operating materials used to manufacture them are constantly examined with respect to their risk potential and preventive measures are taken to prevent or restrict any negative impact. Hucozi advises customers, sales & marketing partners and carriers on how to handle, store and transport, use and dispose of the products safely.

Any relevant hazards identified or suspected by employees, customers or authorities in connection with the handling of a product – even if a potential hazard only arises in combination with a non-Hucozi product – must be reported to the responsible unit immediately, where the identified and/or potential risks are analyzed and evaluated and appropriate countermeasures are implemented. If and to the extent required in order to prevent hazards to health and the environment, Hucozi imposes restrictions on the marketing of such products by developing compatible alternatives or ceasing production completely.



HSE principles in practice

PROCESS SAFETY

The safe, reliable and fault-free operation of our production lines and processes is a prerequisite for the health and well-being of our employees and neighbors at Hucozi's production facilities. We strive for proper engineering of our machinery, using state of the art technology and continuously improving the reliability of our production lines and processes. Hucozi plans its production lines and processes carefully, assesses the potential risks for people and

the environment associated with the respective machine or production line, develops appropriate safety concepts on the basis of this assessment and monitors their implementation. Wherever expedient and feasible, existing systems are adapted to reflect technical progress. Qualified specialists perform safety inspections before putting new machines into service and following modifications to existing systems. Furthermore, maintenance work is carried out on our machines and production lines and processes at regular intervals.

We give our employees exhaustive instruction on the handling of machines and production lines and processes, and conduct training courses at regular intervals, in order to prevent malfunctions and accidents. All machines and production lines must be used in accordance with the purpose for which they were built; failure to comply with this ruling and improper use by individual employees are not tolerated by our supervisory executives or colleagues. Any malfunctions or accidents occurring in spite of this are investigated in depth and appropriate countermeasures implemented. Machine and production line safety is a matter of continuous further development at Hucozi. We call on our sites and every individual employee to become actively involved in this process with their own ideas and suggestions.

Hucozi draws up detailed hazard prevention plans for processes, ensures to be in a safe situation for employees at

Risk-Based Process Safety



Human Rights & Labor

Guiding Principle People

As a family company, we are devoted to our employees' well-being and personal development. We reject all forms of discrimination and harassment and show understanding and respect in our dealings with each other. We promote a multi-cultural environment where employees work together in worldwide teams to enrich our culture and capability. We believe in the value of enduring relationships with customers, suppliers and industrial partners.

Guiding Principle Responsibility

Our company and its family shareholders together are committed to protecting the environment and being responsible corporate citizens in all countries and communities in which we do business. We take all possible care to ensure the safety of the workplace and of our products. As a family company, we strive for the highest standards of personal behavior. Fairness and integrity guide our conduct amongst ourselves, towards our business partners and the general public.

Leadership Principles

The Hucozi Group upholds a social commitment to all its employees. In this regard, it is impossible to define a uniform standard. The way this commitment is applied depends rather on the laws, practices, needs and opportunities in each respective country. Discrimination and exploitation of vulnerable people is explicitly prohibited anywhere in the Group.

Sustainability at Hucozi

As a values-based, our corporate goal is not merely financial success but always involves responsibility for society. The two goals have been inextricably linked since the company's founding.

Interview

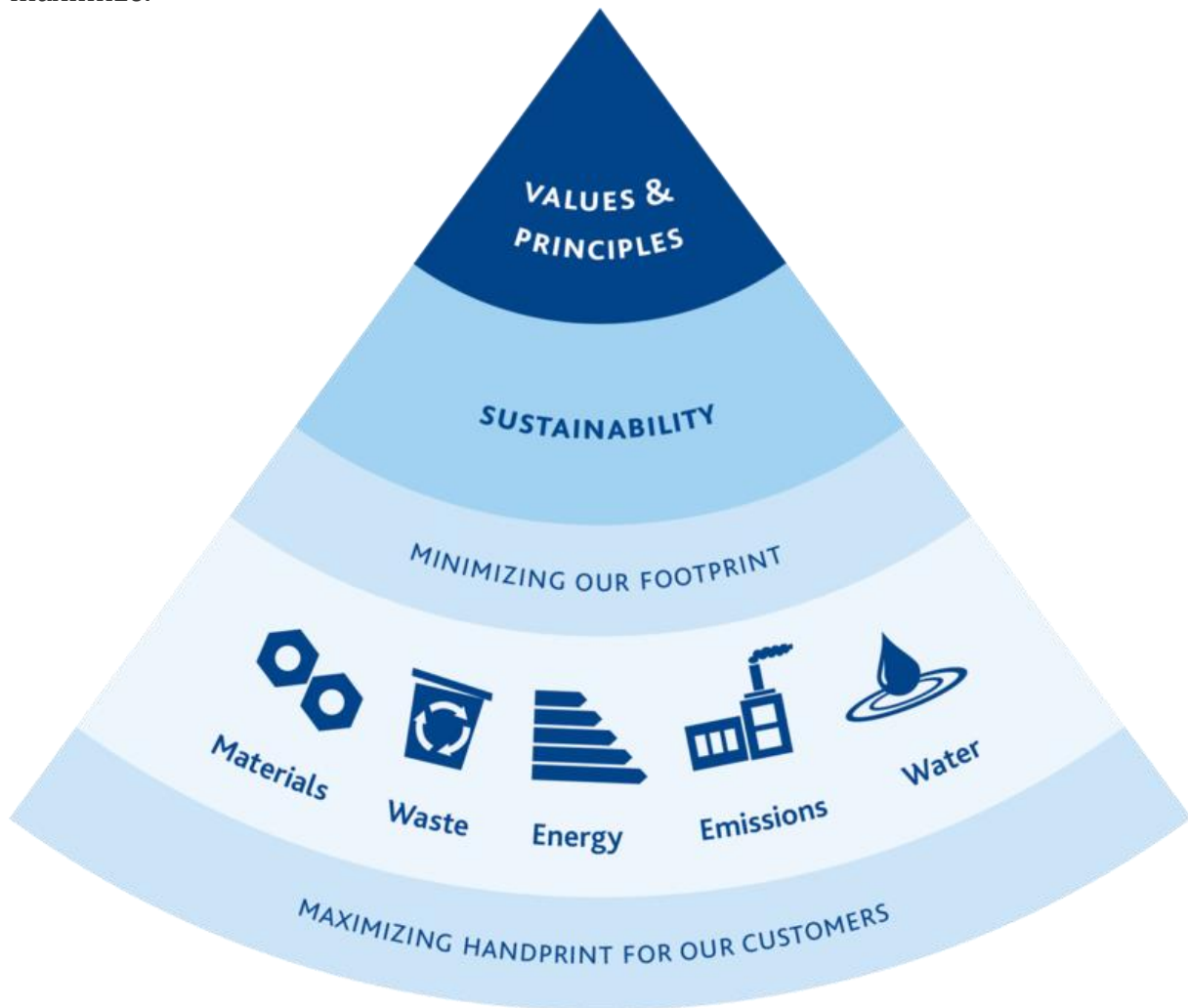
With its "footprint and handprint model", Hucozi pursues a far-reaching approach to sustainability that has an impact right down to its customers' processes. What lies behind this? And what is the potential for success?

The following, provides the answers.

Sustainability is very important! Sustainability is closely linked to the Hucozi Group's values and principles. We demonstrate responsibility through our commitment to health, safety and environmental protection, corporate citizenship, compliance, human rights and labor standards – as well as sustainability. Our understanding of success runs along the same lines. Not only is financial success on the market important for us, but success also means fulfilling our responsibility to society by committing to sustainability.

In its business, Hucozi stands for efficiency and customer benefit.

We are improving our processes. Hucozi explores all options to conserve resources and become more efficient. This is how we minimize our company's so-called footprint. On the other hand, Hucozi uses efficiency to promote sustainability on the part of its customers. We are talking here about our handprint, which we want to maximize.



We maximize the handprint by developing products and solutions that allow us and our customers to operate their businesses and processes more sustainably. We also keep an eye on global challenges and societal megatrends, to allow us to meet the market's long-term requirements at an early stage. Our innovations are always the key here. We use them to develop concrete technological benefits for our customers. Technology roadmaps are the pillars of innovation at Hucozi – such maps chart the steps to innovation. The Odyssey project, for example, puts forward a clear vision of the day after tomorrow: What will be required in the future from a societal and



major megatrend perspective, such as population growth, urbanization and scarcity of resources? How can we respond with our technological expertise, if we think in terms of the next two or three decades? With Odyssey, we assumed that by 2050 up to 80 percent less fossil fuels will be available. From this scenario, we derived specific

growth fields where sustainability plays a crucial role. This allows us to define new areas that are not yet part of our portfolio.

Energy, emissions and materials, but also water and waste are very important for our portfolio. These topics naturally have a different significance for each Business Group

So sustainable innovations drive Hucozi's growth.

Sustainability is key to our future growth because the customer gets a genuine benefit. Sustainability is really about the customer. If we can generate and develop customer benefits as part of our innovation process portfolio, then we create and develop new growth opportunities for ourselves at the same time.

We do our homework and focus hard on our footprint, which we want to minimize. We achieve this by reducing waste and designing our processes to lower energy consumption and CO2 emissions. These are precisely our three key performance indicators. Since 2006.

We take a holistic approach. The mixed model of footprint and handprint offers many opportunities for success, at every stage of the value chain: Starting with the materials used, through production and transport, to the application of our products and their disposal. Innovative products and solutions allow Hucozi and our customers to reduce costs or generate additional benefits. They can also help meet the more restrictive requirements for environmental and consumer protection.



Quality and Community Engagement

Hucozi views sustainable development success as conducting business in a way that promotes economic growth, a healthy environment and vibrant communities, now and into the future.

The first two goals, economic growth and a healthy environment, get widely discussed and seem fairly well understood. But what does it mean to promote vibrant communities? Does the company care about communities?

Yes, Hucozi does care. We run our business under a set of guiding principles that we call our SPIRIT Values of Safety, People, Integrity, Responsibility, Innovation and Teamwork.



They are shared by everyone in our company.

And they drive the way we care about the communities where we live and work.

We care deeply about developing relationships with people and communities where we operate. We think about communities during our daily work and decision-making, and view these relationships as an important part of our social license to operate.

We think about creating jobs, supporting community investments and, most importantly, understanding how a community feels about our activities near where they live. It's important for us to have a strong community connection, and to hear about local community issues and concerns. Communities contribute diverse ideas and valuable perspectives. Listening and understanding these views helps us be better at what we do.

To get a sense of how the company works to build strong community connections, let's take the example of what we're doing in Australia.

Community Engagement in Africa

Our company's community engagement approach for project involves an extensive set of plans to ensure that local communities, are engaged and consulted, benefit from the project, and play an active role in ensuring impacts are addressed.

The project includes a Social Impact Management Plan containing several action plans. These action plans address the project's most significant impacts and benefits identified by a social impact assessment. The plans apply distinct strategies centered on the following six key themes:

- Housing and Accommodation
- Community Investment
- Indigenous Engagement
- Workforce and Training
- Local Content
- Community Health and Safety

Additionally, the project features a Cultural Heritage Management Plan with local people, a Community and Stakeholder Engagement Plan, and a Grievance and Dispute Resolution Policy. Regional community consultative committees, comprised of a cross section of stakeholders, promote dialogue, engage communities in delivering action plans and ensure stakeholders participate in social impact monitoring.

Both the Social Impact Management Plan and Cultural Heritage Management Plan are carried out during project construction, with some aspects continuing into the operations period. Consistent with key themes identified in the project impact assessment, the Hucozi Business Unit has also developed local Content and Engagement Strategy to promote project employment, training and business development for indigenous stakeholders in the area. The goal is to develop and maximize employment and training opportunities for local people in the Gladstone region, and to enhance indigenous participation in the supply chain.

This is an example of how Hucozi approaches our community responsibilities in the areas where we live and work. We make an effort to investigate and understand the relevant issues, develop strategies and plans for the long-term management of these



issues and engage with stakeholders throughout the life cycle of a project. We would be happy

to share other examples, as needed.