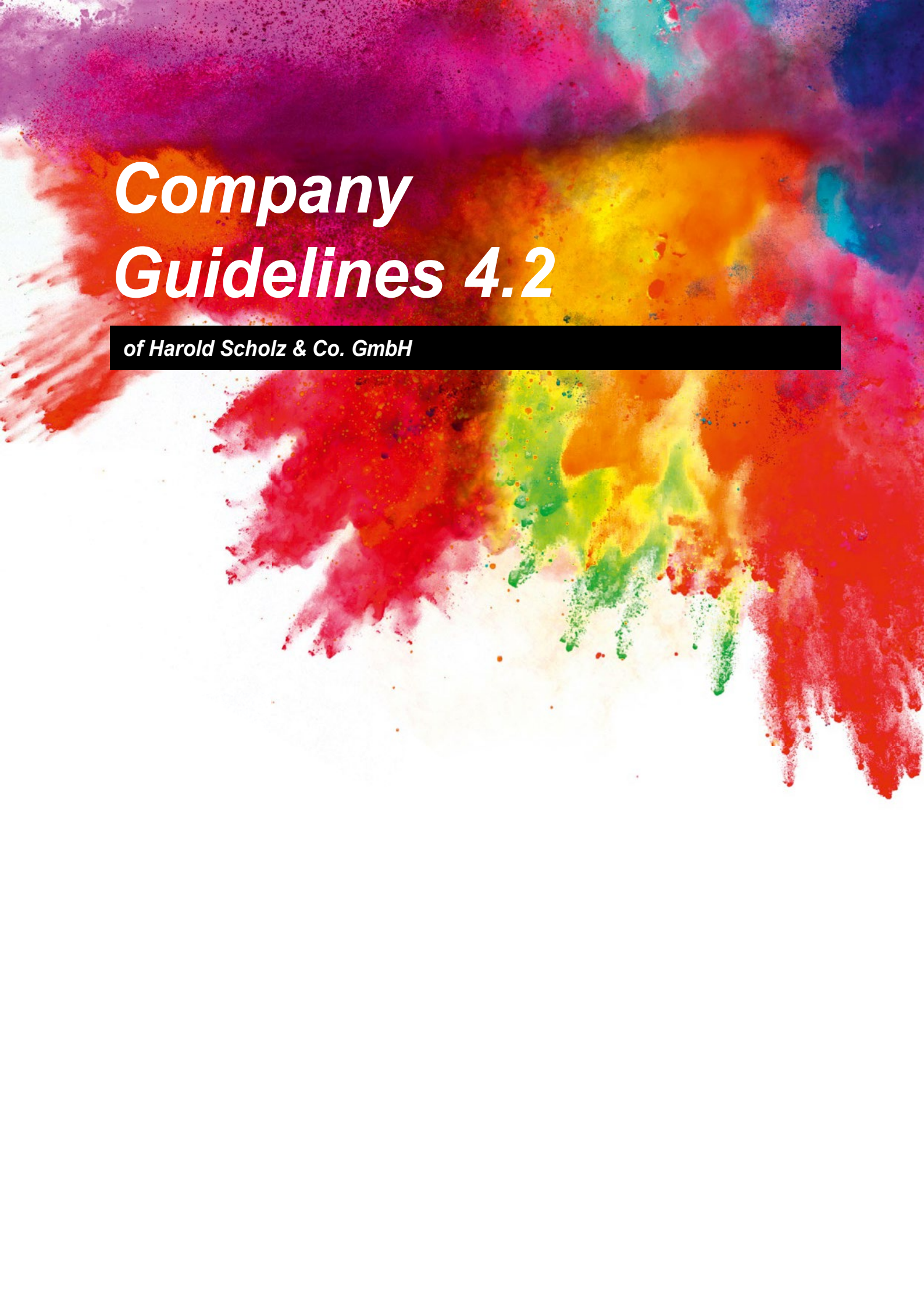




Company Guidelines 4.2

of Harold Scholz & Co. GmbH

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Our Company

Harold Scholz & Co. GmbH is a family-run, medium-sized enterprise. The family-like character of managing the company is also expressed in a strong sense of unity throughout the company. This sense becomes manifest in the term "Scholzianers", meaning the people at Scholz. A word that includes all genders and is the basis for a sound working atmosphere as well as a low level of fluctuation. A lot of Scholzianers have been working with the company for many, many years – some colleagues even represent the second or third generation of their respective families among the workforce. In relation to all business partners the family-like character is the basis for fair treatment based on mutual partnership. This resulted in long-term relationships, often lasting for decades, which are an important factor for the company's success. By permanently questioning our actions and our organisation, we are in the position to adapt to constant changes in the market and within our corporation.

Our Customers

All our business activities focus on the satisfaction of our customers. Therefore, it has top priority for us to agree on quality and delivery conditions in close collaboration and to ensure them in the long run. This is an important factor for a long-term cooperation based on partnership.

We do not only consider us as a reliable supplier of our products. In fact, we are also a competent partner providing advice and support in all matters relating to these products and their use in the customer's field of application. No matter whether after-sales service or technical assistance – our teams are always available for professional and personal exchange.

Our Workforce

The respectful and responsible interaction with one another is a further key aspect of our corporate culture. We, as "Scholzianers", treat each other with respect and pay attention to mutual appreciation. This, however, does not exclude critical interaction with each other. On the contrary, it is essential for questioning our activities permanently and for improving ourselves. The well-being of our staff is closely linked with the success of our company, both go hand in hand.



We attach particular importance to occupational health and safety. Its everlasting improvement is an essential goal in the assessment and optimization of our internal workflows. The vocational training of Scholzianers, their continuing education and the promotion of their abilities are the basis for the further development of the company. We always take care of the health and well-being of all the people at Scholz and support them in such a way that the cooperative and good relationship among colleagues need not be limited to the working hours alone, but can also extend to private spheres, being maintained in sports activities, for example. Our company does not provide room for social, ethnic, or religious exclusion.

Our Company Strategy

The company strategy **scholz 4.2 – evolutionary, innovative growth made by scholz** – bears the future sustainability of our company in mind.

Based on the many
successful decades
in the past,
we are

constantly developing our company. Mainly initiated by our technical marketing department, with involving the entire company processes, we bring new innovative product solutions on the markets. Technological progress, changing laws and regulations, resolving existing problems and ever new requirements on the part of our customers and users are major drivers for new developments. As we don't want to leave success to chance, we build on the existing and constantly developing knowledge of our employees and on our good networks in markets, associations, and committees. A consistent optimization of our internal processes with the integration of the most modern media is an essential basis enabling us to work successfully in the future, too.

Our Responsibility - QUAER

QUAER stands for the internal management system integrated in our company and is the German abbreviation for: quality, environmental, energy, occupational safety and risk management. Our company is not only partner in the fields of economy, industry, and the market, but also part of our society and our ecosystem. This means that we have to and want to assume responsibility for our actions.

It is our objective to comply with
existing laws, regulations and
legitimate requests of parties
interested. In addition,

we commit to assume responsibility in industrial, societal, social, and ecological aspects within the scope of our integrated management system. In this regard, the main focus is on the conservation of resources, the reduction of activities with an environmental impact, saving of energy, and the recognition and reduction of risk factors. QUAER is based on a process-oriented management approach. Stakeholder analyses as well as risk and opportunity assessments are not only carried out on a company level, but the same methodology is also used on the process level. Important parameters are gathered and assessed. In this way, we recognize deviations in the target-actual comparison within a continuous improvement process, and after a root cause analysis, we are in the position to take corrective measures.

Quality

The implementation of the certified quality management system is the fundamental precondition for ensuring and complying with the quality agreements made with our customers, and for making our demand on quality transparent. A clear definition and structure of business processes is the prerequisite for an appropriate quality management system. Quality is the basis of our success. An improvement of the quality of our products, services, and supplies is our first and foremost task.

Environment

Conserving of resources and minimizing the impact of our activities on the ecosystem are the most important goals of our company which we pursue in respect of our ecological responsibility. We fulfil our responsibility to the environment by the constant evaluation of the use of resources and the waste accumulation, by regularly checking the production processes in respect of their relevance to the environment as well as by raising the environmental awareness of all employees.

Occupational Health and Safety

Safety and health are very important to us. To enable safety at the workplace, we review all operational processes on a regular basis – right from the planning phase – regarding risks to health, and we carry out respective risk assessments and optimize the same. Thus, preventive measures and continuous improvement of health and safety at the workplace have top priority. This is achieved by the role model function of executives, by accomplishing executive tasks in a responsible way, by the involvement and participation of all people at Scholz as well as their own independent action.

Energy

We are permanently optimizing the use of energy and the generation of energy on the basis of our certified energy management system. Guideline for action is a constant improvement of the energy efficiency. Therefore, we regularly determine and check the extent and manner of the use of energy and the energy consumption as well as the energy data and whether all these are appropriate. As far as economically justified, we increase the energy efficiency by investing in energy-efficient products and technologies; in this regard, the responsible use of energy by all employees is increased by technical support and awareness-raising measures.

Risk Management

A consequent risk management secures the future of our company; well aware of the fact that every change and innovation, even if it is thoroughly planned and calculated, can give rise to a risk. However, we also regard risk management as opportunity management. The risk and opportunity management provides the methodological underpinning of QUAER – of our responsibility.

April 2022



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Edition: April 2022