



P+S Sustainability Policy

Objective: Our company is committed to promoting sustainability in all areas of business. We endeavour to assume ecological, social and economic responsibility in order to ensure long-term success and make a positive contribution to society and the environment.

Basic principles:

1. **Environmental protection:** We are committed to protecting the environment by promoting environmentally friendly business practices, conserving resources and minimising our ecological footprint.
2. **Social responsibility:** We are committed to social justice and fairness by ensuring that our business activities respect the rights and needs of our employees, customers and communities.
3. **Economic sustainability:** We strive for long-term economic stability by making responsible and ethical business decisions based on long-term benefits and value creation.

Responsibility: Implementation of this policy is the responsibility of all employees and managers. Every employee is called upon to contribute to achieving our sustainability goals.

Measures:

1. **Energy efficiency and resource conservation:** We endeavour to reduce our energy consumption and focus on efficient use of resources. This includes measures such as the use of renewable energies, optimisation of production processes and reduction of waste and packaging materials.
2. **Sustainable procurement:** We prefer to purchase products and services from suppliers who are also committed to sustainability. In this context, we pay attention to environmental standards, fair working conditions and ethical business practices along the entire supply chain.
3. **Promoting environmental awareness and education:** We offer training and further education programmes for our employees to raise awareness of environmental issues and enable them to make an active contribution to sustainability.
4. **Continuous improvement:** We regularly review our sustainability performance and set ourselves ambitious targets for continuous improvement. We also take account of feedback from our stakeholders and the development of best practices in the industry.

Communication and transparency: We communicate openly about our sustainability efforts and progress in accordance with ISO 14001 and our environmental policy, both internally and externally. Through open dialogue, we want to strengthen the trust of our stakeholders and contribute to the dissemination of sustainable practices in society.

Compliance: Our company is committed to complying with all relevant laws, regulations and standards in the area of sustainability. We ensure that our legal register is always up to date. We are committed to adapting our business practices to current requirements continuously and ensuring that all employees are trained and informed accordingly.

Conclusion: By consistently implementing this Sustainability Policy, we aim to be a responsible, forward-facing company that combines long-term success with social and environmental responsibility. We strongly believe that sustainable behaviour not only benefits our company, but also makes a positive contribution to society and the environment.

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The Management of P+S Polyurethan-Elastomere GmbH & Co.KG