



## Sustainability

Principles and procedures regarding economy, ecology, and social development within the Masterfoam Group

The objective of Masterfoam is to be amongst the leading manufacturers in the automotive, packaging, and industrial insulation sectors. According to our strategy, we take into consideration sustainability aspects at all levels of the value-added chain - from the raw materials, production and logistics to the use and disposal of the products. Dealings with clients, suppliers, shareholders, and employees are based on the principles of fairness, trust, and mutual benefit.

The Code of Conduct and the company policy play a central part in the implementation of Masterfoam's strategy. In the form of the three aspects of sustainability:

### **economy, ecology, and social development,**

Masterfoam has set itself the objective to make its contribution to facilitating a continued or improved quality of life for people.

### **Economy**

Maximising the company profit, to enable it to be successful in the sectors in the long term, is the foundation to also achieving the objectives set in other sustainability areas. The commitment to the environment and to society can only be successful if Masterfoam is competitive.

Masterfoam considers the economy to be a significant part of society. It is Masterfoam's commitment to care for people and to provide services for all. To ensure the future of the company and its workplaces, Masterfoam is forward-looking in its transactions and places great importance on innovations:

For us it has always been a daily challenge to ensure that our products and services fulfil/surpass the requirements of our customers. Our behaviour and specific actions are determined by the "First Time Right" precept.

For us, quality management is a matter of course, without becoming merely routine, and is the key factor in making sustainable success possible. We consider the aspect of quality to be process-driven. We therefore not only assess the processes that contribute to the manufacture of a product, but also the procedures for planning, management and monitoring of processes, products, and services. The working processes are defined within each company department and each subsequent process is the "customer" of the preceding process. The benefit for our external customers therefore has top priority.

## Ecology

The conservation of nature and the environment now and in the future through the deliberate and efficient use of resources is a requirement for Masterfoam during the development and manufacture of products. Reducing the use of fossil raw materials whilst maintaining or improving product quality is a central objective of Masterfoam's sustainability policy. This objective can be achieved via different methods, for example, by further optimising the use of materials or by using materials derived from renewable raw materials or recyclates (bonded foam, non-woven cotton, PET matting, no use of solvents)

The concept of environmental protection is firmly rooted in Masterfoam's company culture as a central aspect of sustainable economic activity. Masterfoam is committed to sharing responsibility for the conservation of natural resources and habitats. It is our objective that our products and the procedures connected to them are not only useful for customers but can also be tolerated by the environment. In striving towards this objective, it is vital that we comply with environmentally relevant legal provisions and the official requirements of the respective country.

## Social aspect

Masterfoam contributes to improving the social environment, in full awareness of its social responsibility. The improvement of working conditions and occupational safety is accorded the highest priority at Masterfoam.

Each employee takes responsibility for his/her behaviour whilst carrying out his/her work. Clear delegation of responsibilities and qualification and further training of employees are therefore important prerequisites for the success of our company.

Amongst other things, we use tools such as the cascading of company objectives and drawing up and maintenance of job descriptions to establish tasks and competences. We ensure appropriate further training and qualification and simultaneously promote the awareness of our employees regarding their behaviour through regular company instruction sessions, internal workshops, and training sessions as well as external seminars.

The health and safety of our employees is an important matter for us. Qualified and safety-conscious employees and safe facilities are an important prerequisite for sustainable unimpeded production. We not only fulfil the respective legal and official requirements in force, but also work constantly not only to maintain safe working conditions but to improve them continuously.

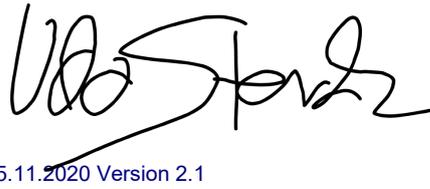
In doing so, we observe the international working standards as well as the situations in the respective countries. The most effective tool, for integrating occupational protection into the overall company organisation in a planned, goal-oriented, and systematic manner is the implementation of occupational protection aspects within existing operational management processes.

Each employee must take responsibility for safety in the course of his/her work – for him/herself and for his/her colleagues. We therefore raise our employees' awareness of technical safety measures continuously and in a focused manner regarding the topic of safety and safe behaviour. Promoting open dialogue is therefore a major focus of our activities.

To promote safety awareness and minimise dangers, we rely on programmes and measures that are developed and implemented by local experts according to the special requirements of the respective sites. The analysis and evaluation of incidents and their consequences help us to recognise weak areas and to eliminate them, as well as to minimise potential risks.

Udo Storck,

Managing Direktor

A handwritten signature in black ink, appearing to read 'Udo Storck', written in a cursive style.

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