

Sustainability & HSE Policy

Key Messages

Our Ambitions

- Affirm our responsibility as a caretaker of the global ecosystem and a champion of sustainability.
- Support the UN's Sustainable Development Goals (SDGs) – particularly in areas where we can make the greatest impact.
- Minimize the environmental impact of our operations and products along the value chain.
- Become a company in which equal treatment, fairness and diversity, as well as equity and inclusion (DEI) are understood and practiced by all employees.
- Ensure Zero Harm to People. We believe that all injuries, occupational illnesses and diseases could be avoided.
- Hold ourselves to the highest standards of governance.

Our Commitments

- Ecologically design and develop safe products, services and solutions.
- Provide legally compliant and industry-standard safe products.
- Embrace the circular economy (e.g. repair, reuse, recycle) approach, responsible procurement and manufacturing.
- Achieve operational excellence in emissions reduction.
- Implement industry-leading ethical and social policies, programs and actions.
- Consistently exercise strong corporate governance.
- Promote ecological and health-conscious behavior.
- Provide a safe and healthy working environment.

Our Actions

Overall

- Instill a relentless focus on environmental, social and governance (ESG) topics.
- Partner, listen and work with stakeholders to improve processes and uphold ESG standards.
- Implement actions, initiatives and measures to achieve our sustainability targets.
- Assess and manage sustainability and HSE (Health, Safety & Environment) risks.

Environment

- Minimize the environmental impact of our services and products over their entire life cycle.
- Leverage opportunities in our businesses and products to reduce emissions (including CO₂), consumption and waste.
- Execute on plans in our operations to meet/exceed our environmental targets.

Social

- Play a role in speaking out on social justice.
- Develop and run DEI programs and events to raise awareness.
- Systematically apply and improve health and safety processes and tools.
- Continually improve health and safety performance to meet or exceed legal and Oerlikon's HSE requirements.
- Provide relevant training to employees.

Governance

- Regularly perform governance and compliance reviews.
- Ensure fair, ethical and socially responsible behavior along the supply chain.
- Assess new and existing governance/regulatory requirements and risks.

**Every employee has a role to play in contributing to the actions listed above.
Managers at all levels to visibly lead the way.
Sustainability and HSE are mandated by the Board of Directors and Executive Committee.**

Prof. Michael Suess
Executive Chairman

Georg Stausberg
Chief Sustainability Officer

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For further details visit
sustainability.oerlikon.com

