

Our guidelines for environment, energy and occupational safety and health

Climate change, population growth and scarcity of resources are some of today's greatest challenges. Globalization of the work and economic world also has a massive impact on people, nature and society. As an international company, the Brose Group is aware of its responsibility in this context. For this reason we have set the following overall objectives for ourselves:

- Strengthen and maintain the health and productivity of our employees
- Conserve and use resources efficiently
- Prevent accidents and pollution

Our goal

Brose develops and produces technical products at over 60 locations and uses advanced, eco-efficient technologies. We take an integrated approach to health and environmental protection and use management systems based on international standards. We want to be a point of contact for suppliers, society and policy makers at our locations and promote a socially and environmentally sustainable development. Our development responsibility takes into account the entire life cycle with regard to the impact of our products on the environment. We are committed to the continuous improvement of our processes in consideration of the economic aspects and necessities.

It is our goal to

- Sustainably reduce adverse environmental effects
- Improve the energy efficiency of our products and continuously improve production
- Provide a safe and ergonomic working environment for our employees
- Use suppliers that follow our sustainability and ethical principles
- Provide the necessary financial, structural and human resources
- Comply with legal and regulatory requirements

We avoid risks, prevent mismanagement and fight waste. We will eliminate or mitigate the causes whenever and wherever we identify these. If this does not achieve the intended objective, we will take organizational and HR-related measures.

The following measures support our objectives:

- **Lightweight design and energy efficiency:** Weight reduction is already a primary objective in the design stage. Products that weigh less considerably increase material efficiency by using fewer materials and can significantly reduce fuel consumption. We achieve the same result through the high efficiency of our electric drives.
- **Sustainable products:** When selecting materials for our products, we consider the carbon footprint – from raw material extraction to the end of service life. Advanced Development tests the use of multi-material systems, recycle granulate, biopolymers and natural fiber-reinforced composites. The findings are incorporated in the series development of products and standards.
- **Absence of pollutants and recyclability:** We use a special process that we developed in-house to analyze how many pollutants are emitted by our production and to determine the share of reusable components in our products. This enables us to uncover and fix weak points.
- **Low greenhouse gas emissions:** To keep emissions of greenhouse gases to a minimum, we bundle our material and goods shipments. We set energy consumption guidelines for the new acquisition of production and technical building systems. We are also using district heating more frequently.

- **Safe and ergonomic working environment:** We have defined safety standards for our plants and systems with safety and environmental relevance to protect our employees at all locations from health hazards and accidents. Where appropriate, these standards go beyond the legal requirements. Our safety engineers accompany the procurement process from beginning to end. We check for compliance with our safety standards on a regular basis.
- **Suppliers and service providers:** We perform technology audits at our production material suppliers. We evaluate the respective providers in terms of compliance with environmental, energy and safety standards before we make investments and purchase services. We consider the results in our procurement decisions. Our suppliers must agree to comply with sustainability and ethical standards.
- **Employee involvement:** We involve our employees in the further development of our management systems and workflows. We regularly offer training courses, e-learning modules and other training activities that teach safe handling and responsible use of resources.
- **Documentation and communication:** We continuously identify, review and document relevant information on the topics of environment, energy and occupational safety and health. We make this documentation available on request. We keep our employees informed via the BBC intranet and our "Brose intern" employee magazine.
- **Process descriptions and work instructions:** These standards ensure that our employees consistently implement the requirements throughout the entire corporate group.
- **Committees and officers/representatives:** The responsible employees at our locations meet quarterly in interdisciplinary teams. They identify potential for improvement and are responsible for implementing the adopted measures.

Our guidelines are binding for all Brose Group locations and are supplemented and/or concretized through the formulation of location-specific environmental, energy and occupational safety programs.

Every supervisor is obliged to play an active role in the implementation of our environmental, energy and safety objectives. Their conduct is exemplary at all times with regard to safety and health. Their decisions and instructions are based on these basic principles, the Brose Code of Conduct and the company principles. They ensure that their employees know the guidelines and principles and act accordingly.

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