

## 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 primary objectives for ourselves:

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

### Our mission

Brose develops and produces technical products at over 60 locations, using 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 the creation of a socially and environmentally sustainable design. We bear responsibility for 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 impact.

It is our goal to

- Sustainably reduce adverse environmental effects
- Continuously improve the energy efficiency of our products and production
- Avoid injury- and health risks
- 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 reduce 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 personnel-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 design 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 recyclable components in our products. This enables us to identify and eliminate weak points.
- **Low greenhouse gas emissions:** To keep emissions of greenhouse gases to a minimum, we combine our material and goods shipments. We set energy consumption guidelines for the new acquisition of production and technical facility systems. We are also using district heating more frequently.

- **Safe and ergonomic working environment:** For our plants and equipment with safety and environmental relevance, we have defined safety standards to protect our employees at all locations equally from health hazards and accidents. When reasonable, these standards go beyond the legal requirements. Our safety engineers participate in 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 evaluations 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 comply with sustainability and ethical standards.
- **Employee involvement:** We involve our employees in the further development of our management systems and procedures. We regularly offer training courses, e-learning modules and other 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 health and safety. 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 specified through the formulation of location-specific environmental, energy and occupational health and safety programs.

Every supervisor is especially 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 health and safety. Their decisions and instructions are based on these basic guidelines, the Brose Code of Conduct and the company principles. They ensure that their employees know these guidelines and principles and act accordingly.

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