

HSEQ-Policy **Health.Security.Environment.Quality**

The Gebrüder Weiss GmbH is committed in its international operations to the principles of quality, safety, environment, health and legal compliance.

Therefore we have decided, to integrate ISO 9001, ISO 14001, ISO 22000 and ISO 45001 standards into our integrated management system.

These standards have become binding regulations in the entire group of companies for the fields of quality, safety, environment and health (HSEQ). They built the foundation for a seamless organization with less interfaces, as shown in Seamless Manual.

Quality means to us:

- To meet the expectations of internal and external customers of our services.
- To develop and implement services with added value for our customers and the aim to create customer delight. Our strategic cross-border orientation, together with an operationally and technically harmonized service, provide the required operation conditions.
- The stated goal is to provide our customers and partners not only outstanding quality and a reasonable price, but also to offer additional arguments for a continuous cooperation with Gebrüder Weiss and further recommendations.
- To record customer needs and customer satisfaction using suitable and established communication and complaint evaluation systems
- To qualify employees for a GW-lifetime according to internal and external quality standards
- Within the scope of responsibilities to regularly assess and develop subcontractors by means of an integrated supplier and service management

Environment means to us:

- A unique asset, we not only pay attention to in the choice of transport media, but also in our everyday business.
- We are committed to quality assurance, as well as to sustainability, to energy saving measures and also to environmentally responsible behavior. To invest at present and in the future.
- Sustainability constitutes a core value at GW. A company with a century-long tradition that has always thought and acted sustainable. Long-term success has always been more important than maximizing quarterly results.
- Gebrüder Weiss is committed to a sustainable management. The three pillars – social aspects, ecology and economy – are part of the three pillar concept and are considered equally. The solid financial base ensures our investment and innovation opportunities. Gebrüder Weiss performs its social and economic responsibility and promotes environmental awareness, which are the prerequisites for an equitable coexistence in society.



Safety and health means to us:

- Actively fulfilled Corporate Social Responsibility (CSR).
- To comply with effective occupational health and safety laws as well as with additional statutory and voluntary safety and health standards that we committed to.
- Promotion of safety (i.e. food and job safety) through ongoing hazard identification, risk assessment and active preventive measures (i.e. suitable work clothing and HACCP) to avoid accidents and illnesses.
- Age-based work is an ongoing goal of our organization.
- The continuous improvement of the logistic infrastructure and safety precautions to protect the property of Gebrüder Weiss and its customers from willful damage, contamination, exchange, theft or loss in order to meet the high product safety and quality requirements of the goods being traded

Legal compliance means for us:

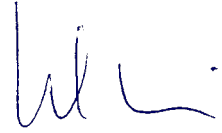
- We are committed to business integrity in accordance with relevant laws. Furthermore we have drafted a code of conduct, based on our four core values - independence, commitment, service excellence and sustainability.
- The code of conduct defines the aspired degree of business ethics, integrity and compliance of Gebrüder Weiss. It is mandatory for all organizational units and members.
- Commitment of employees, suppliers and partners to comply with applicable laws.
- Information about customers, partners, subcontractors, employees and competitors is handled with confidentiality.
- We pursue the principles of data security, our information technology is protected against security risks and fail.
- As part of our business we are committed to comply with the 10 principles of the UN Global Compact, and the core values defined by Transparency International: transparency, accountability, integrity, solidarity, courage, justice, democracy and rule of law.
- Each employee is asked to report violations of laws or ethical principles of the organization to the Legal Department, the Compliance Officer, or directly to the senior management.

For the areas of quality, environment, health and safety as well as for legal compliance we are committed to a continuous improvement and open communication with customers, employees, government agencies and interested stakeholders. Once a year our Sustainability Report provides information about initiatives and the development of the organization.

Management Board, GW Group:



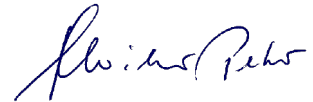
Jürgen Bauer



Wolfram Senger-Weiss



Lothar Thoma



Peter Kloiber

Stand: 2021



From left: Jürgen Bauer, Wolfram Senger-Weiss, Lothar Thoma, Peter Kloiber