

Corporate Policy

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The corporate policy of **ALD Vacuum Technologies GmbH** pursues long-term objectives.

For our company, long-term means permanently adapting to changing market conditions and customer requirements.

We actively face the challenges of climate change, commit to the Paris Agreement and align our activities accordingly. We are aware of the responsibilities and impacts associated with our actions and products on the environment and society. This includes maintaining and continuously improving our management systems (DIN EN ISO 9001, DIN EN ISO 14001 and DIN EN ISO 50001) through systematic monitoring and prevention. By consistently meeting the needs of our stakeholders, we can ensure our ability to operate customer-focused in the market, securing economic success and jobs for the future. To ensure that every employee of our company, as well as persons who carry out activities under our supervision, consider customer orientation to be the top priority in their daily work, guiding principles have been set up as company maxims and communicated throughout the company.

We are committed to ensuring the availability of information and resources necessary to achieve agreed objectives.

- **Customer satisfaction is our most valuable asset!**

The main objective of all activities in our company is to satisfy the expectations of interested parties with regard to our company and our services. This applies to every employee of the company and his or her workplace and not only to employees in direct contact with customers.

- **For us, quality means that every customer has a right to receive the best support!**

Quality is the foundation of customer satisfaction and is defined by our stakeholders. Therefore, we must continuously strive to not only maintain but also consistently improve our existing standards – focusing on quality in all aspects, including processes, products, services, and economic efficiency. Additionally, we ensure compliance with relevant requirements and binding obligations.

- **The organisation of our company is focused on the requirements of our customers!**

Through an efficient organisation of our company, we aim to avoid mistakes in order to meet our quality requirements and thereby increase the economic efficiency of our company. Both factors initially benefit our interested parties but also secure the long-term survival of our company and therefore the jobs of all employees.

- **Our qualified team is motivated and organised at all times!**

First and foremost, our quality depends on the qualifications of our employees. Through continuous training and education we enable them to fulfil their tasks independently and to the highest quality standards. In order to ensure a continuous increase in quality and economic efficiency, managers and employees alike are required to create a working environment and working conditions that have a stimulating and motivating effect on their daily tasks.

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- **Active environmental awareness is part of good business!**

As our daily business also includes a large number of environmentally relevant activities, it is only natural that we should handle work equipment properly, avoid or reduce environmental impact and minimise energy and resource consumption in order to protect our environment.

In accordance with ISO 14001, we attach particular importance to environmental protection. As part of our environmental assessment, we evaluate environmentally relevant aspects of our business activities, processes, products and actions. We use the measures and opportunities derived from these assessments in a targeted manner to prevent or minimize negative environmental impacts. We also invest in the research and development of systems for sustainable processes. We pursue these strategic goals to ensure the long-term sustainability of our company and to enhance our competitiveness.

Protecting the environment is at the heart of our efforts to use resources efficiently, in particular by applying the principles of the circular economy. Our daily thoughts and actions are geared towards the careful use of resources, the environmentally friendly disposal of waste, the reuse of materials and economic and therefore ecological procedures and processes (sustainability). We have anchored the focus on avoiding or reducing waste in our day-to-day work. From this we derive the obligation to continuously optimize our material flows and resource consumption and those of our customers. To make the fulfilment of our goals transparent, we set ourselves annual environmental key performance indicators (KPIs) and are guided by their results. We are actively committed to careful water consumption in order to sustainably improve the use of water and its impact on nature and people. We strive to reduce our water consumption and minimize waste water.

- **Occupational safety and health protection in our company!**

Occupational safety and health protection are an integral part of our corporate culture. They are an expression of our responsibility towards our employees and at the same time boost our competitiveness. This is because safe and healthy working conditions contribute greatly to motivating employees. In this way they improve the quality of services and reduce direct and indirect costs.

Our primary goal is to prevent work-related accidents, occupational diseases, work-related health hazards and the prevention of environmental and material damage. We also record and evaluate all accidents at work, including near misses, and try to derive preventive measures from the results. Economic considerations do not take precedence over the safety and health of our employees. Our target is "zero accidents".

- **Energy management is central to our operations!**

We have begun determining the CO₂ emission reductions that are generated in the application of our products in our customers' end products. Through continuous development of our systems, we aim to improve CO₂ reduction for our customers. Through this, ALD strives for continuous reduction of emissions and resource consumption from year to year. ALD commits to sustainably and continuously improving energy-related performance at the Hanau location and thereby reducing the associated CO₂ emissions. For this purpose, the energy management system is continuously monitored and improved.

We are committed to meeting our future energy needs through renewable sources such as wind, solar, hydro and biomass energy. Furthermore, we aim to generate part of our energy requirements in-house to conserve resources in the open energy market.

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To measure improvements in energy performance, energy flows are continuously monitored and recorded. This commitment aligns with fulfilling applicable legal requirements and the standards defined by ALD related to energy efficiency, energy usage and energy consumption.

The improvement of energy performance is achieved by procuring energy-efficient products and services and implementing design-related activities that enhance energy efficiency.

Achieving these energy goals requires the active participation of all employees and service providers.

11.03.2024

Date



Jörg Wittich CTO