

Mission Statement Sustainability of Düker GmbH & Co. KGaA

(integrated in the Düker organisation manual)

As a company of the foundry and enamel industry, Düker feels obliged to the environment as well as the economic and social needs of their staff and of society. Sustainability is an integral part both of the business culture and of the everyday activities, and is based on the three pillars:

- **Economy** of all activities for securing and development of the company
- **Social Responsibility** to staff, business partners and society
- **Environmental Responsibility** to contribute to the ensuring of a moderate use of all natural resources

Economy

The company's superior goal is to maintain and develop a permanent position on the respective markets – in the interest of owners and staff. This position can only be ensured through adequate profitability and therefore long-term economic success.

Of vital significance for Düker are:

- the securing of a high level of customer satisfaction
- maximum productivity as well as
- staff commitment

to ensure and improve the company's profitability.

Each staff member should be able to play an active and deliberate part for these superior goals inside his or her own field of responsibility.

Social Responsibility

Human rights

Düker engages to respect the international human rights in their sphere of influence and to reject any kind of compulsory or child labour - also from business partners.

Staff behaviour

All staff members on all hierarchical levels and all organisational areas are bound to the basic principle of mutual respect. Discrimination of any kind - due to national origin, colour of the skin, sex, religion, handicap, age, sexual orientation etc. - is in contradiction to the Düker company culture.

All staff members engage not to accept or give any gifts that can lead to conflict of interests. Bribery or attempted bribery, active or passive, are not tolerated by Düker.

Staff management

Düker accepts all staff members' right to an adequate remuneration. The observance of legal regulations and specifications on work hours goes without saying.

All staff members can speak freely of their concerns, formulate suggestions to improve the technical and administrative processes, safety at work and environmental protection in the Düker ideas management DIM, and are entitled to have their suggestions examined and implemented after a positive evaluation.

Furthermore Düker respects all staff members' right to freedom of association.

The continuous increase of safety at work is a declared goal, in order to reduce the work-related injuries and to prevent occupational diseases. A close cooperation between safety committee, Düker ideas management DIM and the responsible company physicians is to ensure this approach.

A scheduled, permanent qualification of staff members regarding professional, methodical and social matters is for Düker a significant investment into the future, in order to be able to respond to the increasing and manifold requirements of the markets and the working environment.

Environmental Responsibility

For Düker, environmental protection and energy efficiency are fundamental obligations on the way to reach the declared company goals, and for each staff member it is an essential aspect of his or her operative activities. In this sense, the preservation of the environment and the responsible use of natural resources - in particular energy sources - are not ends in themselves, but secure the company's future and the quality of life of future generations.

The Düker manufacturing processes have elevated requirements in material and energy. From this point of view, economy and ecology are of particular significance to Düker. The economical, efficient use of natural resources affects directly the company's economic success.

Since 2011, Düker has introduced an environmental management system as per EN ISO 14001 and an energy management system as per EN 50001.

Düker regularly and systematically determines and appraises self-caused environmental impacts and tries to work towards limiting them to an ecologically compliant measure. This also applies to the selection and use of raw materials and ingredients, energy carriers, technical equipment and work processes. The use of energy-efficient technologies is important when acquisitioning new equipment or when modifying machinery and plants. The observance of the legal environmental requirements including the energy sector is considered only a minimum requirement.

When evaluating and selecting suppliers and service partners, Düker uses their own influence to make them apply the same criteria in their processes and workflows.

The company supports a dialogue of and between staff members that is characterized by openness, fairness and objectiveness. An intense communication with customers and comprehensive care and service create the basis of a long-term trustful co-operation. Düker considers the communication with authorities, contractors and other interested parties as a positive enrichment and therefore maintains it. In order to be able to offer high-quality services to customers, suppliers are bound actively into the Düker management system in the framework of the purchasing process.

Düker regularly sets themselves environmental and energy objectives, which are the basis for the permanent improvement process in the framework of the environmental and energy management. Düker determines and appraises the state of their own environmental performance and energy efficiency every year through regular internal audits and reviews of the company management.

The appraisal of the effectiveness of the management systems is carried out through regular internal as well as certification audits, site inspections, meeting routines and the review process.

Each staff member is responsible for the observance and implementation of this Mission Statement in his or her sphere of responsibility, the management is furthermore responsible for its enforcement.