

# BUSINESS POLICY



The company is a global pioneer for powertrain fluid technology and high performance materials to automotive industry and the industrial goods sector.

We are one of the world's market leaders and are developing solutions that will bring us and our customers forward in the long term. We know the sustainable success, which is only achieved by satisfied business partners and employees. Our long company history is proof of this. We rely on proactive communication with all our interested groups so that wishes and expectations can flow into our actions.

We strive to continually improve our products, processes, services and working conditions so that we can further expand our economic success and at the same time act ecologically and socially sustainable.

Our products must be fault-free and reliable. We reduce all possible faults in our processes, design them in such a way that mistreatments do not lead to product errors.

We take our social responsibility seriously, reject child labor, discrimination and any form of forced labor, and have a fair pay for employees so that their livelihood can be adequately secured; Moreover, we maintain a respectful treatment of our employees. We stand for fair competition and disapproving corruption and cartel connections.

We support sustainable, successful corporate management that creates safe and healthy working conditions for employees to avoid work-related injuries and illnesses. We commit ourselves to comply with laws and other binding obligations, such as customer requirements, as well as to continuously improve and actively promote our management systems of quality, the environment, occupational health and safety as well as energy by building and providing sufficient resources, information and knowledge.

With our business policy, we show transparently what we stand for: for issues such as human rights, equal opportunities and health and safety in the workplace as well as climate protection, resource conservation and environmental protection.

Our goals are to produce flawless and excellent products and to reduce occupational hazards and environmental impacts, or to reduce them appropriately if this is not possible. Efficient and economical use of energy supports the goal of reducing environmental impact. In order to achieve our goals, our processes and systems should comply with the latest state of the art. Similarly, we take our corporate goals into account when procuring products and services.

Community action requires broad participation and cooperation. It is therefore an obligation for us to consult and involve the employees, because we shape the mobile future.

Your management