

ESM's CORPORATE POLICY

When it comes to vibration technology, ESM Energie- und Schwingungstechnik Mitsch GmbH are the specialists. Under our corporate philosophy, it's important for us at ESM to quickly respond to customers' requirements by developing pioneering, high-quality products that provide our customers with both technical and commercial benefits.

To this end, ESM has adopted an Integrated Management System (IMS) combining the requirements of EN ISO 9001:2015 (quality management systems), ISO 14001:2015 (environmental management systems) and ISO 45001:2018 (occupational health and safety).

We at ESM are committed to:

- Obeying all relevant laws, regulations and standards
- Complying with any other agreements with clients and customers (e.g. concerning confidentiality, ownership, etc.)
- Continuously improving our processes and products
- Avoiding environmental pollution
- Preventing illness and injury
- Data privacy and protection

Corporate policy

Our corporate policy has been drawn up by the management in cooperation with the entire executive team. This ensures it is understood, supported, carried out and enforced by everyone in executive roles.

Occupational health and safety and environmental policy

At ESM, we're fully aware of our responsibility towards the environment and for the health and safety of our employees. We're therefore committed to complying with all relevant legal requirements, regulations and standards as well as to consulting stakeholders and employees.

Right during the development stage, attention is paid to the requirements of occupational health and safety and environmental protection. Our goal is to manufacture high-quality products that fully meet customers' demands regarding safety, economy, quality and environmental compatibility.

During the selection and application of processes, plant and machinery, we strive to minimize any risks and environmental impact early on as well as to use the best technology available.

Our primary goal in terms of environmental protection and occupational health and safety is **zero accidents**. We're determined to ensure safe working conditions in our production facilities and throughout the rest of the company. Above all, we do everything we can to ensure that no one suffers serious injury or illness with lifelong consequences for their health. In addition, we endeavour to ensure that our activities at ESM don't harm the environment. We believe that all accidents can be prevented if the necessary precautions are taken.

Quality policy

The high quality of our products is the most important basis for our company's long-term development. Ensuring continuous quality is primarily the task of all our employees.

Quality management concerns not just product quality but also system quality. Our products are designed and built to operate within advanced systems. And it goes without saying that they must meet your expectations.

Therefore, **reliable, high-quality products delivered on time** have the highest priority in our corporate policy. **Long-term collaboration with our clients and customers** helps to safeguard our future.

The aim of our quality policy is **our customers' complete satisfaction**. This means our products must meet international market requirements as well as the quality management demands set out in ISO 9001:2015. ESM's management is responsible for the quality of our products. The management team ensures compliance with the Integrated Management System at all levels of the company, and fully supports the measures listed in both the IMS manual and the process descriptions.

In line with our IMS, we strive to implement clients' requirements to a very high standard we call 'zero-defect quality'. All aspects of the IMS are geared towards this objective, and the related tasks and responsibilities are defined accordingly in the IMS manual. Every department at ESM is involved in defining company procedures.

The goals resulting from these principles have been jointly agreed so that all the company's executives identify with them.

An important principle of our quality policy is to continuously improve ESM's quality capability. This means that each individual employee must take full responsibility for the quality of their work.

The quality management supervisor is directly responsible for the maintenance and upkeep of the management's Integrated Management System. The IMS manual is hereby enacted and declared binding for all employees.

Julian Saur (CEO)

Heppenheim, 1 September 2021