

# ESM CORPORATE POLICY

ESM Energie- und Schwingungstechnik Mitsch GmbH specialises in vibration technology. The Executive Board developed and defined the corporate policy in collaboration with the management team. This means that the leading employees support, understand, live and implement it. The cornerstones of our corporate policy are:

## OUR MISSION:

We enable our customers to develop quiet, durable, cost-effective machines and build them on time.

- |             |  |
|-------------|--|
| Enable:     | Our products enable new system technology and drivetrain concepts.   |
| Quiet:      | Our products isolate and reduce noise in plants.   |
| Durable:    | Our products are designed for the service life of the machines, reduce structural vibrations and constraining forces thanks to the damping and flexibility they provide, and thus increase the service life of neighbouring components.                              |
| Good value: | We reduce life cycle costs through consistent and appropriate quality as well as a design in line with the machines's service life.<br>The introduction of flexibility and damping through our products enables lighter and therefore more favourable plant designs. |
| On time:    | We are the sole supplier for many of our customers, so punctual delivery is a matter of course for us.   |

## OUR VISION:

To improve climate-friendly technologies worldwide and thus facilitate the energy transition.

## OUR VALUES:

- |                            |  |
|----------------------------|--|
| Forward looking:           | A forward-looking approach is the common thread running through our processes. From the independent development of new products and the preventive maintenance of our testing and production machines to continuous investment in the company's further development. |
| Flexible:                  | As an owner-managed company, we benefit from flat hierarchies and fast decision-making processes, enabling us to react quickly to requirements.  |
| Sustainable:               | Striving for sustainable cooperation with our business partners, we always focus on quality and customer benefits. As a family business, we are also interested in securing long-term success at all levels of the company.  |
| Environmentally conscious: | A responsible approach to our environment is a central component of our daily activities. This includes how we deal not only with our colleagues, neighbours and business partners, but also with nature and the resources that ESM consumes.                        |

## COMMITMENTS

ESM pursues the integrated management system (IM), which combines the requirements of DIN EN ISO 9001:2015, DIN EN ISO 14001:2015 and DIN ISO 45001:2018.

We are committed to:

- Compliance with the Code of Conduct in accordance with QM111
- Compliance with all relevant laws, regulations and standards.
- Compliance with all other agreements with our business partners (e.g. confidentiality).
- Continuous improvement of processes and products.
- Prevention of environmental pollution.
- Prevention of injuries and illnesses.
- Compliance with data protection.

## LABOUR, HEALTH AND ENVIRONMENTAL POLICY

As a reliable supplier, we develop and produce innovative, high-quality products that offer our customers both technical and commercial benefits.

We are aware of our responsibility towards the environment and the health and safety of our employees.

We are therefore committed to complying with all relevant legal requirements, regulations and standards and to consulting with stakeholders and employees.

We take the requirements of occupational health and safety and environmental protection into account right from the development stage. Our aim is to manufacture high-quality products that fully meet requirements in terms of safety, economy, quality and environmental compatibility.

We strive to minimise risks and environmental impact right from the selection and use of processes, plants and machines, taking into account the best available technology.

We strive for “**zero accidents**” as our primary goal in the area of environmental protection and occupational safety. We endeavour to organise the working environment in our company and production facility in such a way that our work does not harm the environment or result in any serious injuries or illnesses (physical and mental) that may cause lifelong damage or harm to people’s health. We are convinced that every accident can ultimately be prevented if the right measures are taken in advance.

## QUALITY POLICY

The high quality of our products is the most important basis for the long-term development of our company. Ensuring continuous quality is first and foremost the task of all employees.

Quality management is responsible not only for product quality, but also for system quality. Our products fulfil your requirements for high-quality goods. We strive to establish a reliable, long-term and, where possible, local supply chain. We use second and third-party suppliers and ensure reliable production by monitoring the manufacturing process.

The **quality, punctuality and reliability of our products** are therefore top priorities in the corporate policy we pursue. **Long-term cooperation with suppliers and customers** secures our future.

Our quality policy goal is the complete **satisfaction of our customers**.

The prerequisite for this is that our products meet international market requirements and fulfil the quality management requirements set out in DIN EN ISO 9001:2015. The Executive Board of ESM Energie- und Schwingungstechnik Mitsch GmbH is responsible for the quality of the products. It ensures that the management system is consolidated at all levels of the organisation and is fully behind the measures listed in both the IM manual and the process descriptions.

The management system at ESM endeavours to implement customer requirements for “zero defect” quality.

All elements and measures of the IM system are geared towards this goal and the tasks and responsibilities are defined accordingly in the IM manual. All departments are involved in defining the company procedure.

The objectives resulting from the principles were jointly agreed. The aim of this target agreement is to ensure that all managers can identify with these targets.

An important principle of our quality policy is the continuous improvement of our company’s quality capability. This means that each individual employee takes full responsibility for the quality of their work.

The management representative is directly responsible for maintaining and updating the Executive Board’s IM system. The IM manual is hereby put into effect and declared binding for all employees.

Heppenheim, 30 April 2025

**Julian Saur**

Managing Director