

## Our corporate values: connected, courageous, curious & creative

hubergroup is a family business founded more than 255 years ago. Thanks to quality, service and state-of-the-art research and production capabilities, it has established a position as one of the world's leading suppliers of innovative printing inks, varnishes, dampening solution additives, printing auxiliaries and chemicals.

We are in close dialogue with our customers and develop solutions together. Our family-like corporate culture is a perceptible strength and shapes the way we think and act. We contribute to the success of our customers because we do more than what is expected of a manufacturer of printing inks and chemicals. Together with our clients, we question the existing, rethink it holistically and open up new territory.



### Quality in thought and action

We understand quality not only as pure product quality, but also as the overall appearance of our services in the respective markets. Thus, this extends beyond development, application technology, customer service and production into the optimisation of all business processes.

Reliable compliance with quality guidelines is the measure of all activities in our company. Every employee is aware of this and makes an essential contribution to the quality of our products and services in his or her environment every day.



### Hygiene

The aim of our hygiene management system is to avoid any form of contamination of our products (physical, chemical, biological). We respect and implement the relevant regulatory and industrial guidelines.



### Environment and energy

We are aware that our activities can have an impact on the environment. Therefore, we see it as our duty to reduce this impact and the use of energy to the possible minimum within the scope of economic and technical possibilities and by means of thoughtful processes.

We consider the entire life cycle of all our products and evaluate as well as control our manufacturing and logistics activities. This means minimising energy, water and resource consumption, emissions and by-products, and keeping the waste hierarchy as a priority – avoid, reuse, recycle, recover.



### Our employees are our top performers

Our goal is to continuously promote the potential and competence of our employees. We strive for an organisational and corporate culture that is shaped and developed by all employees on their own responsibility. This understanding and awareness as well as the attitude of all employees towards quality, the environment, energy efficiency, occupational safety and health protection are prerequisites for the satisfaction of our customers as well as the careful use of resources and are, thus, decisive for the lasting success of our company.

Communicating down to the smallest part of each group/team creates a powerful environment that is both fair and cooperative.



### We take responsibility for our employees

The management is aware of its responsibility for the safety and health of all employees and provides the necessary resources for this. Occupational safety and health protection are personal obligations, and we are committed to constantly developing them. Everyone contributes to making processes safe and adhering to them, as well as to continuously improving them.

Workplaces are equipped with the latest occupational health and safety technologies to eliminate hazards, ensure maximum safety for our employees and those working at our sites, and minimise the risk and number of work-related injuries and work-related illnesses. All managers and employees are obliged to participate in the required knowledge transfer. We cooperate openly with competent authorities and the accident as well as property insurance providers.



## Interested party

We want good relations with interested parties, and we maintain an open information policy. Thus, we inform our neighbours, customers, suppliers as well as the responsible authorities about all important events in the field of environmental protection as required.

We inform our employees, affiliated companies, suppliers and service providers about our integrated management policy.

We strive to meet the requirements of our customers. To realise this, hubergroup selects its suppliers according to certain performance, environmental and energy criteria.



## Compliance

To comply with the law, the requirements of interested parties and internal company guidelines, compliance is a central element of our corporate culture.

We are committed to actively identifying and complying with applicable legal requirements, client requirements and other demands. We have probed the context of our business and determined the resulting requirements for the nature and complexity of our integrated management system. This leads us to the fulfilment of our corporate objectives.

We expect the same from our suppliers and contractors.

Our activities within the scope of the applicable management system are based on the ISO 9001, ISO 14001, 45001, 50001 and HACCP standards.



## Risks and opportunities

The hubergroup's policy and strategy is geared towards long-term goals. In addition to securing economic earning power, this also includes taking into account the needs of other interest groups. That is why we strive to deal openly with risks: The early identification, assessment and prevention of risks as well as communication about potential risks is part of our processes.

Business activities entail risks and opportunities - we do not want to let any risk go unnoticed or any opportunity go unused.



## Continuous improvement

Continuous improvement processes are used to identify measures to increase the quality and safety of our products and services, to increase occupational health and safety, to improve environmental compatibility and to improve the use of energy in the company.

We regularly have the effectiveness of our organisation checked by renowned, independent institutions. Thus, our management system is certified according to these international standards.

We provide the necessary human and financial resources for the maintenance of the integrated management system and commit ourselves to ensuring that the management system can also develop its intended effects and that the intended results can be achieved.

The integrated management policy is available as documented information

Kirchheim

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Place:

Date:

Carsten Zölzer

Taner Bicer

Management