

INTEGRATED MANAGEMENT SYSTEM POLICY

Environmental, Quality, Safety and Energy

In line with our Vision "contribute to a sustainable society through advanced materials and solutions" and in order to meet or exceed the needs and expectations of all our stakeholders (employees, customers and/or local authorities and communities), Tokai COBEX is committed to develop, innovate, maintain and continually improve results with an environmental, safety, energy and customer satisfaction focus.

We...

care:

We create conditions where all our people feel safe, appreciated and have equal opportunities. We protect the environment for a sustainable Net Zero future.

outperform:

Committed to high performance and driven by customer value, we strive for excellence in everything we do. We set ambitious goals and implement solutions fast.

energize:

We love what we do and encourage everybody to bring and execute their ideas with a positive, "can do" attitude. We learn along the way.

explore:

We relentlessly push our boundaries by boldly challenging and promoting innovation in our products, processes, services and markets.



TOGETHER

United in purpose we mobilize people, teams and partners to act as ONE

Our Policy is aligned with our company values and linked with an Integrated Management System which ensure Tokai COBEX to:

- Care and protect our employees by creating a trustful relationship and demonstrating an exemplary level of equality, broadening the knowledge and developing skills to meet the company's growth, working hand-in-hand with trade unions where collective interest takes precedence, consulting/participating with workers and/or their representants, protecting workers from reprisals when reporting incidents, taking into account climate change and consequences on workers and aiming for net zero target by 2050.
- Outperform customer expectations and satisfaction by fostering technological innovation and creativity, developing new products with them, ensuring, and maintaining a good relationship and strive to an open communication and achieve Customer's demand (including Customer Specific Requirements and environmental / CO₂ friendly solutions).
- Energize our employees to continuously improve and optimize cost, but also processes and products, to ensure our long-term future by investing and modernizing, striving to be preferred suppliers, emphasizing defect prevention and the reduction of variation and waste in the supply chain, protecting data theft as well as loss with a strong IT policy, promoting teamwork and empowering our employees.
- Explore, invest in all legal requirements and other to which the organization is committed related to environment, health, safety and energy, by optimizing installations and equipment for continuous improvement of safety, energy and environmental efficiency, by reducing noise, pollution and the rational use of raw materials, water and energy, by eliminating danger and reducing risks for health and safety.

The Management Committee assesses risks and prioritizes resources accordingly, defines adequate indicators to measure performance, ensure efficiency of our company and keep continual improvement related to quality, safety, environmental and energy performance.

We are corporately and personally committed to setting and enforcing the principles and objectives of our Integrated Management System Policy. The Policy is implemented toward in all our projects and actions.



Andrzej Hotłoś
Chief Executive Officer



Dennis Böttjer
Chief Financial Officer



Till Reek
Chief Technology Officer



Piotr Jaskierski
Chief Commercial Officer



Alexander Loscher
Chief Operating Officer



Joseph Bertin
Chief Officer BAM