

Bielefeld, March 2014

## Policy guidelines of the STOCKMEIER Group



As entrepreneurs we are responsible for our environment and the health and safety of all employees. For us mutual trust and reliability are the basis of all business relations. This principle of responsibility applies to all business units and areas.

The STOCKMEIER Group is an employer for first-class employees whose qualification, commitment and creativity ensure a competitive lead for us. Therefore, sustainable investments are made in training and further qualification and new freedom for entrepreneurial acting is created.

By investing in modern production, warehousing and handling equipment and vehicle fleets we set high standards in operational and occupational safety. Besides, we put every employee under the obligation to handle chemicals and resources with the environment in mind.

For us, open information policy towards employees, customers, government authorities and suppliers is a fundamental requirement for trusted partnership.

### Paramount policy targets of the STOCKMEIER Group:

#### Satisfaction of customers, suppliers and employees

- ✓ by meeting their expectations on product, quality and service
- ✓ by product responsibility and innovation
- ✓ by systematic communication
- ✓ by personal commitment and the responsible work of all employees

#### Health, safety and environmental protection

- ✓ by safe and environmentally compatible processes and procedures
- ✓ by complying with all applicable statutory requirements
- ✓ by constantly monitoring and improving all activities and methods
- ✓ by regular extensive training and instructions
- ✓ by participation in the Responsible Care Program
- ✓ by consistent avoidance of errors and mistakes

#### Meeting Compliances standards with regard to

- ✓ competition and antitrust law
- ✓ avoidance of conflicts of interest
- ✓ data protection and information security
- ✓ business integrity
- ✓ country-specific embargos and sanction lists

The members of the STOCKMEIER Group undertake to work for these targets consistently and encourage and improve them in all business units and areas.

These Policy Guidelines define minimum standards which must be met. Guidelines, methods and standards beyond these Policy Guidelines shall be considered at all times.

**The Management Board of  
STOCKMEIER Holding GmbH**