



Felix Schoeller Group

10 Principles of the *Felix Schoeller Group* concerning Quality, Environmental, Health & Safety

- 1 The main goal of our activities is the satisfaction of customers and employees. Quality is what benefits the customer.
- 2 We make every effort to ensure competitiveness, market leadership and long-term business success based on innovation, quality, costs and service.
- 3 Safety, health and environmental protection are as important as quality and quality consistency.
- 4 Communication, training, performance recognition and the delegation of responsibility all serve to ensure active staff involvement as well as increased awareness of quality, environmental protection and safety.
- 5 We are always working on continuous and measurable improvement in all business sections of the enterprise. Our success is contingent on continual, environmentally responsible improvement of our production processes, products and technologies.
- 6 We use internal and external benchmarking to reveal weaknesses in operative practices, as a basis for continuous improvement and in the setting of future goals.
- 7 The group-wide *Integrated Management System* for Quality, Environmental protection, Health & Safety will serve as a guide for management decisions with consideration given to each location's internal practices and international standards. Management of Quality, Environmental, Health & Safety control and determination of costs are used as tools for measuring improvements.
- 8 The *Felix Schoeller Group* encourages two way communications with employees, suppliers, customers, public agencies and other interested parties. We promote the conservation of natural resources and responsible use of raw materials and energy. We generally work to guarantee that the natural resources are from sustainable forestry operation. That's why special products are PEFC or FSC[®] certified. We keep environmental impacts to a minimum; whenever possible we refrain from adversely affecting the environment altogether.
- 9 We strive to protect the health of our employees through safely designed workplaces, medical care and systematic removal of potential hazards. The prevention of work related accidents and on-the-job health risks, as well as the abatement of problems which result in accidents at the workplace are priorities of utmost importance to us.
- 10 The adherence to prescribed regulations concerning quality, environmental protection and safety is self-evident and will be checked regularly. Laws, regulations, public agency injunctions and all other legal requirements are the foundations for the business processes and minimum requirements for all *Felix Schoeller Group* locations.

**The Executive Board
of the
*Felix Schoeller Holding***