

# Sustainability & HSE Policy

## Key Messages

### Our Ambitions

- Affirm our responsibility as a caretaker of the global ecosystem and a champion of sustainability.
- Support the UN's Sustainable Development Goals (SDGs) – particularly in areas where we can make the greatest impact.
- Minimize the environmental impact of our operations and products along the value chain.
- Become a company in which equal treatment, fairness and diversity, as well as equity and inclusion (DEI) are understood and practiced by all employees.
- Ensure Zero Harm to People. We believe that all injuries, occupational illnesses and diseases could be avoided.
- Hold ourselves to the highest standards of governance.

### Our Commitments

- Ecologically design and develop safe products, services and solutions.
- Provide legally compliant and industry-standard safe products.
- Embrace the circular economy (e.g. repair, reuse, recycle) approach, responsible procurement and manufacturing.
- Achieve operational excellence in emissions reduction.
- Implement industry-leading ethical and social policies, programs and actions.
- Consistently exercise strong corporate governance.
- Promote ecological and health-conscious behavior.
- Provide a safe and healthy working environment.

### Our Actions



#### Overall

- Instill a relentless focus on environmental, social and governance (ESG) topics.
- Partner, listen and work with stakeholders to improve processes and uphold ESG standards.
- Implement actions, initiatives and measures to achieve our sustainability targets.
- Assess and manage sustainability and HSE (Health, Safety & Environment) risks.



#### Environment

- Minimize the environmental impact of our services and products over their entire life cycle.
- Leverage opportunities in our businesses and products to reduce emissions (including CO<sub>2</sub>), consumption and waste.
- Execute on plans in our operations to meet/exceed our environmental targets.



#### Social

- Play a role in speaking out on social justice.
- Develop and run DEI programs and events to raise awareness.
- Systematically apply and improve health and safety processes and tools.
- Continually improve health and safety performance to meet or exceed legal and Oerlikon's HSE requirements.
- Provide relevant training to employees.



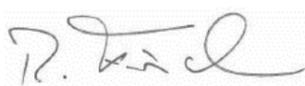
#### Governance

- Regularly perform governance and compliance reviews.
- Ensure fair, ethical and socially responsible behavior along the supply chain.
- Assess new and existing governance/regulatory requirements and risks.

**Every employee has a role to play in contributing to the actions listed above.**

**Managers at all levels to visibly lead the way.**

**Sustainability and HSE are mandated by the Board of Directors and Executive Committee.**



Dr. Roland Fischer  
Chief Executive Officer



Georg Stausberg  
Chief Sustainability Officer

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For further details visit  
[sustainability.oerlikon.com](https://sustainability.oerlikon.com)

