

## HSEQ Policy



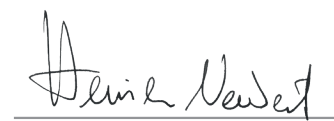
### Our understanding of quality, energy management, environmental protection and occupational health and safety

As one of the world's leading processors of premium quality stainless steels and clad materials, we also lead by example in the areas of occupational health and safety, environmental protection and the careful use of resources.

BUTTING makes every effort to **avoid** injuries, accidents and work-related illnesses. We continually work to **actively reduce** the hazards at our sites and **improve** energy and environmental performance. In order to comply with this challenge, we provide the necessary resources.

  
(Dirk Meinecke)

  
(Hermann Butting)

  
(Nobert Heinzle)

The management of H. Butting GmbH & Co. KG

## Our understanding of quality, energy management, environmental protection and occupational health and safety

The quality of our products as well as environmental protection, occupational health and safety and the search for energy saving options are part of the mission statement of our company and make an important contribution to the company's success. Derived from the principles of the BUTTING corporate philosophy – **BUTTING's self-image** – we pass on the following principles to our employees and interested parties:

- The managing director and all employees are obliged to comply at all times with the statutory provisions on product safety, environmental protection and occupational health and safety, as well as operational guidelines on quality, energy saving, planning and production.
- Health is our highest good, an intact environment is an integral part of the quality of life.
- Delivery reliability, best service and the highest quality of our products and services, as well as our constant pursuit of these aims are the basis of our future development

Therefore, the fulfilment of customer wishes, protection of our employees and careful treatment of the environment, along with the improvement of energy efficiency are the essential prerequisites for the effectiveness, as well as for the economic success of our company. Our managers and employees measure success by the following principles:

- We develop innovative products and services for our customers which meet the highest standards.
- The specific wishes of our customers form the basis for further developing our core skills in the areas of material, forming and welding technology and in quality assurance.
- Each manager and employee is personally involved in the continuous optimisation of activities and processes and actively contributes suggestions for improvement.
- We aim for a zero-error rate.
- We protect the environment by using resources economically, by minimising our energy use and by procuring upstream products and starting materials in an environmentally friendly way.
- We take a holistic view of the environmental and energy impact of our developments and take these into account in the legally compliant and environmentally friendly implementation of our product and service programme.
- We conduct an open dialogue with the public and with regulatory institutions and are also socially involved in environmental and safety-related matters.
- We protect the health of our employees and ensure that injuries, accidents and work-related illnesses are (pre-emptively) prevented by implementing suitable measures. Furthermore, employees and employee representatives are actively involved at all times in occupational health and safety issues.
- We aim for a zero-accident rate.
- We take the state of the art, occupational medicine and other scientifically proven facts into account, both in the planning of plants and processes and in the performance of all activities.

**Supplement for departments that manufacture products for the nuclear industry:**

- We have introduced and continuously live a nuclear safety culture:
  - The nuclear safety culture applies to all employees, from management to every individual who carries out activities in the process of manufacturing products for the nuclear industry!
  - We work and act according to the STAR (Stop – Think – Act – Review) principle.
  - We expect open reporting and a positive error culture:
    - A) We have an open communication culture where employees feel safe to speak up about mistakes without fear of negative consequences.
    - B) We encourage our employees to take responsibility for their mistakes instead of assigning blame. Our high-level personnel should be role models in this regard.
    - C) We consider mistakes as opportunities for further development and analyse them thoroughly in order to learn from them and avoid mistakes in the future.
- Nuclear safety is BUTTING's top priority: We always adhere to the principle that the safety of the manufactured products takes precedence over everything else. Nuclear safety must not be called into question by other priorities, such as deadline pressure or costs.

We have refrained from gender-specific language in this publication in the interest of readability. Both male and female employees are referred to by the term "employees".