

# Our understanding of sustainability

Sustainability guideline of Westfalen Group

**Westfalen**

# Our understanding of sustainability

As a family business we have always thought in terms of generations and assumed responsibility for society. In doing so, we also face up to social challenges and drive sustainable development.

For us sustainability is part of the corporate strategy with which we differentiate ourselves. We integrate sustainability aspects into our business models and processes in a targeted manner in order to position our company for the future. Our goal is to support our customers on the path to sustainable progress with our products and services.

At the same time we remain competitive and financially independent, because only an economically successful company can fulfil its corporate responsibility. We do not see sustainability as a one-off action, but as an ongoing process, a constant learning and further development, which we approach step by step, together and transparently.



## Our Values

During this process, our corporate values serve as the cornerstone of our sustainable actions:



### **Accountability:**

We take responsibility, we do not ask who can do it - we do it.



### **Team spirit:**

Together we are unbeatable, because with us the we is decisive.



### **Love for our customers:**

We love our customers, listen and provide uncomplicated and quick help.



### **Curiosity:**

We are curious, continuously improve, think ahead and develop new solutions.



### **Joy:**

We approach things with joy, inspire ourselves and put our heart and soul into our work.

# Strategic fields of the Westfalen Group



## Future fit business models

Establishment/ development of new, sustainable business models



## Attractive employer

Health and safety of employees  
Promotion and development of employees  
Openness, diversity and equal opportunities



## Sustainable products and solutions for our customers

Future-oriented products  
Competence in gaseous and liquid hazardous substances  
Solution provider



## Sites for tomorrow

Securing the operation in the long term  
Competitiveness  
Environmental protection



## Transparency in the supply chain

Environmental and social standards in the supply chain



## Acting responsibly

Compliance and integrity  
Communication

# Our strategic fields of action provide the framework

We have defined six fields of action in which we want to become active to advance sustainable development:

## 1. Future-fit business models



"We are transforming our business models and thereby making a positive contribution to society and the environment."

We are a company that is aware of its impact on the environment and society. We see both the opportunities and the risks of our business models and want to transform our business models with a high environmental impact into profitable business models that conserve resources. At the same time, this will secure our future viability.

## 2. Sites for tomorrow



"We work competitively and secure our locations for the long term."

Through our certified environmental and energy management systems, we systematically address our impact on the environment and seek to minimise it. We reduce our consumption of resources such as energy and water and lower our greenhouse gas emissions along our value chain while keeping our sites competitive with the aim of maintaining our sites in the long term through investment and further automation.

## 3. Attractive employer



"Our employees are the key to our success."

The safety and health of our employees is a core value and an ethical responsibility for us as a company. We protect our employees from hazards and accidents and promote their health. In doing so, we systematically address the issue of occupational safety as an integral part of our management system.

Our employees are the basis for the success of our company. Challenging and promoting their knowledge and skills is one of our fundamental concerns. We promote and challenge the professional and interdisciplinary (further) development of our employees and create a working environment in which continuous and lifelong learning as well as efficient and collaborative work is possible. A diverse workforce and equal opportunities are a matter of course for us. This orientation makes an important contribution to our business success, because openness and diversity create a culture of creativity and company-wide exchange.



#### 4. Transparency in the supply chain



"We create transparency in our supply chains."

We are aware of our social responsibility and are expressly committed to the principles of the UN Global Compact Initiative, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. They describe the principles and thus the foundation of our behaviour and actions, which we also expect from our suppliers. Through exchange with suppliers, we promote transparency in the supply chain and at the same time encourage our suppliers to observe social and ecological aspects.

#### 5. Sustainable products & solutions for our customers



"We develop products and solutions that create value - for our customers, society and the environment."

We support our customers in the safe use of our products on site, while ensuring the quality of our products. We promote the development of environmentally friendly products and offer our customers solutions to become more sustainable themselves. In doing so, we enjoy being there for our customers, meeting their expectations and convincing them with our products and service.

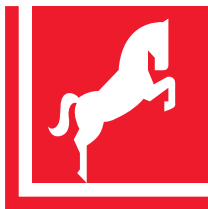
#### 6. Acting responsibly



"We act with integrity and transparency."

We base all our actions and conduct on the law and our corporate values. We are committed to ensuring that our entrepreneurial business activities always comply with applicable law, that we live up to our social responsibility and that we understand and live principles such as integrity, tolerance, respect, honesty, equal opportunities and fairness as irrevocable components of our company.

Our communication is based on our values, which are contained in our business principles. We communicate transparently and in a way that is appropriate to our target groups. In our sustainability communication, we include the requirements of our stakeholders and report transparently on our goals and progress.



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