

ESHQE-Policy of Evonik Industries AG

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▪ Preface

Occupational and plant safety, health and environmental protection, quality, sustainability and energy efficiency, information and corporate security as well as data protection are fixed components of our corporate strategy. Our managers, supervisors and employees stand up for compliance with all Evonik standards with the promise to work for the continuous development and implementation of the commitments explained in more detail below.

▪ Satisfied customers, suppliers and service providers

We understand the **needs of our customers**. We treat our **suppliers and service providers fairly**, but we also expect high performance and safe, environmentally sound and sustainable work.

▪ Occupational health and safety

It forms the foundation for the **performance of our employees**. The goal is to **prevent accidents** and enable everyone to remain healthy. Through regular instruction and training, we create awareness among the workforce and support actively practised health management.



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- **Compliance with legal requirements and voluntary commitments**

We fulfil **legal requirements** as well as our voluntary commitments and take these into account in the corporate orientation of the Group.

- **Optimization of processes, plants, products and services**

We ensure the **sustainable improvement of** our processes and technologies **for resource, environmental and energy efficiency** as well as the ongoing optimization of facilities, products and services in all areas of the company.

- **Protection of employees and companies from criminal acts**

We ensure a **uniform security standard** in the Group with the help of the security management system.

- **Improvement of the integrated management system**

We **improve our integrated management system** and regularly evaluate its adequacy and effectiveness.



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- **Risk minimization**

We identify **risks** and counter them with opportunities to minimize them whenever possible.

- **Review of set goals**

We provide the **necessary information and resources** for implementation, improvement and regular evaluation to achieve our set goals.

- **Corporate values**

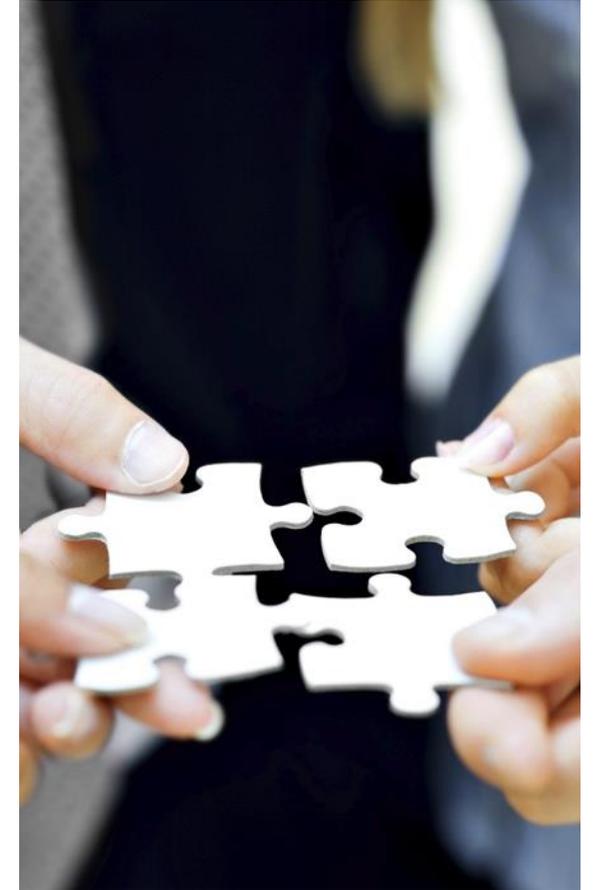
We identify with our corporate values:

Performance We focus on excellence and results

Trust We respect each other and promote close cooperation

Openness We welcome new perspectives and open exchange

Speed We are ready for the future, towards which we are moving with agility and decisiveness move.



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- **Promotion of our employees**

We **value performance, promote development, train** and encourage an **open exchange of information** that benefits our employees worldwide.

- **Open communication**

We act transparently and **communicate openly** with employees, co-determination, custom-ers, partners, interest groups and authorities.

- **Digitization**

We drive the development of customized and beneficial **digital solutions** as part of our digitalization strategy and **promote a new work culture** in the digital age.





EVONIK

Leading Beyond Chemistry