



Our commitment to Health and Safety is one of our core values at EGGER. The Code of Conduct (chapter 8) comprises of our key commitments guaranteeing the protection of physical and mental health of our employees. This Health & Safety policy summarizes the main elements and gives a framework for setting health protecting objectives.

## Protection of Health

We take preventive and sustainable care of the **physical and mental health** of all employees. Clear and ambitious goals reinforce our vision of “**zero accidents**”. It is our aim to reduce sick days and offer our employees a variety of opportunities to attain and maintain their fitness and health.

## Compliance Obligations

We not only comply with the laws, regulations, and other requirements that we have committed to, but we also constantly aim towards **setting new and higher standards**. All our employees and visitors must know and follow the safety guidelines and regulations relevant to them.

## Responsibility of everyone

We are all **role models** and exemplify every day how we can work safely and avoid accidents. Further, we always look and address unsafe actions and conditions in a consistent and appreciative manner. Every employee is expected to provide support in our efforts to **create safe working conditions**.

## Continual Improvement

By being maintained to a high technological standard and continual improvement when it comes to fire protection technology, safety and environmental technology, we keep risks during employees’ everyday work activities to a minimum, **prevent unnecessary hazards** and boost work safety and health protection.

We set certifiable, internationally recognized Group standards and management systems for quality, environment, energy and health & safety management as well as for product compliance and product sustainability.



We live an active strategic partnership with our customers and focus on their needs. High product and service quality are essential for customer satisfaction. Our management and employees actively and specifically involve stakeholders in our activities and fully commit to our quality management system. We are open to dialogue and present our responsible actions confidently and transparently.

## Customer Experience

Our high quality standards extend across the entire customer experience and thus cover **product and process quality**. We meet market requirements, exceed expectations and develop products and services with the constant aim of **improving customer benefits** and optimizing costs throughout the value-added process. Bringing the customer voice back to our operational base and adapting our processes by cross departmental collaboration maintains our excellence in quality.

## Stakeholder Focus

We not only comply with laws, regulations and other sets of rules to which we are committed, but always strive to set new and higher standards. We are a reliable partner and focus on **long-term relationships** and shared solutions with our suppliers to meet our quality requirements. **Employee empowerment and competence** are key success factors for continuous improvement and ensuring of high quality products and services.

## Continuous Improvement

We demand and promote continuous improvements across the Group with the support of Corporate Services to guarantee consistently high product quality. **Regular audits**, accurate and up-to-date documentation and analysis of data are defining the baseline of quality management. Effective and transparent cross departmental communication and a **culture of innovation** assure continuous improvement.

## Testing and Monitoring

In our quality laboratories, we use **state-of-the-art testing** and monitoring technologies and continuously monitor customer requirements and standards as well as process stability. **Proactive risk assessment**, group-wide key performance indicators and quality standards guarantee, identification of trends and ability to set corrective actions.

**We set certifiable, internationally recognised Group standards and management systems for environmental, energy and safety management as well as for product compliance and product sustainability.**



Our commitment to the environment is one of our core values at EGGER. The Code of Conduct (chapter 9) contains our key commitments to the environment and the most important points of our environmental policy. This is a summary of the main elements and gives a framework for setting environmental objectives.

## Protection of the Environment

EGGER particularly values protecting the environment and **conserving natural resources**. In particular we conduct **sustainable forestry**, utilise **recycled materials**, optimise the use of energy, produce Environmental Product Declarations (EPDs), as well as certificates of sustainable forest management.

## Compliance Obligations

We not only comply with the laws, regulations, and other requirements that we have committed to, but we also constantly aim towards **setting new and higher standards**.

## Responsibility for the Environment

In this way, EGGER promotes the development and dissemination of **environmentally friendly technologies**. EGGER also takes initiatives to increase the **sense of responsibility** for the environment and also expects the same from its employees. EGGER supports a precautionary approach to environmental challenges. Our **environmental management system** is based on the international ISO standard, wherever required.

## Continual Improvement

It is our goal to avoid environmental pollution wherever possible and to **steadily improve** our performance concerning **environmental protection**.

**We set certifiable, internationally recognized Group standards and management systems for quality, environment, energy and health & safety management as well as for product compliance and product sustainability.**



We live an active strategic partnership with our suppliers and focus on energy efficiency during the entire production process. Our management and employees actively and specifically involve stakeholders in our activities and fully commit to our energy strategy. We are open to dialogue and present our responsible actions confidently and transparently.

## Sustainability Mission

By producing our **own renewable energy** (heat and electricity), we want to achieve the greatest possible energy self-sufficiency. At the same time, this is a major lever in **climate protection**. Our goal is to **reduce the consumption** of all necessary energy needed along our processes by **reducing losses** and **wasted** energy (e.g. 3<sup>rd</sup> quality).

## Stakeholder Focus

We not only **comply with laws, regulations and other sets of rules** to which we are committed, but always strive to set new and higher standards. We are a **reliable partner** and focus on **long-term relationships and shared solutions** with our suppliers to meet our energy related goals. **Employee empowerment** are key success factors for continuous improvement and ensuring the defined milestones of our energy efficiency goals.

## Continual Improvement

We will invest in **energy saving** projects along the entire process chain to continuously reduce the needed energy. We demand and promote **continual process and efficiency improvements**. Roll out in the entire group ensures to reach our energy strategy goals of our way to Net Zero by 2050, not only by substitution of energy sources but actively reducing the used energy.

## Contract Management & Monitoring

Regular **review and audits**, accurate and up-to-date **documentation and analysis** of data are defining the baseline of energy management. Effective and transparent **cross departmental communication** and a **culture of innovation** assure continuous improvement. Proactive risk assessment, group-wide key performance indicators and standards guarantee progress, identification of trends and ability to correct or prevent actions where necessary.

We set **certifiable, internationally recognized Group standards and management systems for quality, environment, energy and safety management as well as for product compliance and product sustainability**.