

## **Global Guidelines for sustainable occupational health & safety, environmental and climate protection**

**At MAHLE, we fulfill our social responsibility: We reconcile the expectations of our employees, the concerns of the environment, and the interests of our company, which stands for technical progress and innovation.**

**The following principles apply to all areas of our company worldwide.**

### **Safe and healthy working conditions**

We provide a safe and healthy working environment for our employees, business partners and visitors. We maintain and promote the physical and mental health of our employees through comprehensive and preventive measures. When designing the workplaces in all our operations, we rely on uniform standards worldwide to ensure our equipment is safe. We conduct risk assessments at all MAHLE locations to eliminate or safely control hazards and provide our employees all necessary personal protective equipment. We pay close attention to fire protection and responsible management of chemicals.

### **Protection of the environment, resources and climate**

We protect the environment and resources, continuously reduce emissions of climate-damaging gases throughout the entire product life cycle and avoid local pollution of soil, water and air. We evaluate environmental aspects, material compliance and energy efficiency early in the development stage of new products and production processes in order to minimize consumption and impact on people, nature and the environment. We reduce our carbon footprint by using renewable energy and continuously improve air quality. Our processes are optimized to reduce our waste generation. We give priority to reuse and recycling over other disposal methods. In order to reduce our freshwater consumption and the generation of wastewater, we ensure the careful use of this resource.

### **Compliance**

Compliance with applicable relevant laws and regulatory requirements is the essential basis of our actions.

### **Risk management and prevention**

We systematically assess incidents, near misses and accidents as well as environmental, occupational health and safety risks and derive sensible measures for risk elimination or minimization and emergency prevention.

### **Responsibility of managers and employees**

Our managers are exemplary role models. They promote safe, health conscious and environmentally aware behavior among our employees. Our employees bear personal responsibility for complying with the relevant requirements at their workplaces. We regularly train and instruct our employees and monitor compliance.

### **Commitment and partnership**

We exemplify and transfer the commitment to sustainable occupational health, safety, environmental and climate protection to our suppliers, contractors and service providers and promote their sustainable actions within our supply chains.

### **Continuous improvement**

The management systems for occupational health, safety, environmental and climate protection and energy management are subject to a continuous improvement process. All persons working in our company are motivated to actively participate in the implementation and improvement of protective measures. In doing so, we maintain a transparent dialog with our employees and all stakeholder groups. We define qualitative and quantitative targets, which are regularly reviewed. We provide the necessary resources and information to achieve these targets.

**All employees at our sites worldwide are obligated to comply with these requirements and are encouraged to actively participate.**