

Declaration on sustainability, business ethics and social responsibility as well as occupational health & safety

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approved by the management:



Dr.-Ing. Carl-Christian Hantschk, Managing Director

As part of society, Müller-BBM GmbH assumes social and ecological responsibility within the scope of its influence. Sustainability at corporate level, social responsibility and fair treatment of business partners are part of our corporate culture. Through our business activities we influence the living and working conditions of our employees, our customers, the environment and the economic environment.

In order to meet our corporate responsibility in these areas, we follow the principles and goals specified here. They are based on the ten principles of the United Nations Global Compact Initiative, the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

Sustainability and environmental protection

As a service provider, Müller-BBM GmbH does not have any relevant production facilities - our activities generally do not lead to the emission of pollutants. On the contrary, our range of services means that we are already committed to environmental protection in the work we do!

Our commitment to protecting the environment and to sustainable and responsible corporate governance includes, among other things:

- The promotion and subsidization of the use of public transport.
- The recycling of paper, used batteries and toner cartridges.
- The procurement of company cars with low consumption and high efficiency.
- The support of the employees with the procurement of service bicycles.
- The gradual conversion of battery-operated measuring instruments to models that can be operated with rechargeable batteries.
- The introduction of paperless archiving.
- Encouraging video conferencing between branch offices and sister companies to reduce travel.
- The construction of new company buildings to the highest standards of energy efficiency and sustainability (including CHP).
- The effective and efficient use of materials, energy and water.
- The minimization of all environmental effects, especially waste, waste water, air and noise pollution, but also the logistics and transport costs.
- Compliance with all applicable environmental, health and safety regulations.
- The fulfillment of product quality and product safety requirements by means of suitable management systems.

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Business ethics and social responsibility

We are socially responsible towards our own employees and towards society. We ensure that legal and social obligations are observed and fulfilled in the context of our business activities. This shapes our corporate culture and is reflected in the following points, among others:

- Hiring competent employees and ensuring continuous training.
- The predominant permanent employment of the employees and the performance-related payment of the employees.
- A broad-based employee participation program open to all employees.
- Ensuring compliance with the laws on working hours.
- The offer of a company reintegration management for employees after long or frequent illness.
- Respect for human rights and the ban on child and forced labor.
- Ensuring the freedom of association.
- The prevention of discrimination and harassment of any kind:

The prohibition of discrimination under labor law of the Anti-Discrimination Act (AGG) applies to discrimination against employees on the basis of race or ethnic origin, gender, religion and ideology, disability, age or sexual identity. For employees with severe disabilities, the prohibition of discrimination of SGB IX applies. The protection against discrimination applies to all dependent employment relationships in the public and private sectors. It ranges from **applications, hiring, promotion, working conditions** (e.g. the level of income, working hours, vacation and dignified treatment in the work environment) to **termination** and company pension plans.

Employees who feel discriminated in connection with their employment relationship by their employer, supervisors, other employees or third parties always have the right to complain to the Human Resources Department or management if they feel disadvantaged in connection with a category of discrimination. The complaint is examined and the result is communicated to the complainant. There is no claim to a certain result of the examination. The complaint does not have to be in a specific form, but written form is recommended. The person must not suffer any disadvantage because he or she complains.

- Compliance with occupational health and safety requirements.
- Any employee who feels that he or she has been disadvantaged, unfairly treated or otherwise harmed by the employer or other employees of the establishment has the right to complain. No disadvantages arise for the employee because of the complaint. This prohibition of discrimination also applies if the complaint was objectively not justified.
- Securing employability through education and training.
- The observance of socially adequate working conditions.
- The creation of conditions that allow the employees to enjoy a reasonable standard of living.
- A salary that enables the security of existence and social and cultural participation.
- The realization of equal opportunities and family-friendly conditions.
- The ban on bribery and extortion and the prevention of corruption .
- Compliance with applicable laws and regulations, such as the applicable data protection regulations.
- The guarantee of fair competition in compliance with the antitrust law.
- Compliance with applicable rules on disclosure of information.
- Meeting our social and legal financial responsibility.
- The avoidance of conflicts of interest.

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Occupational health and safety

Müller-BBM GmbH operates a management system that comprises

- quality,
- occupational safety
- and health protection

The safety and health of the employees is an essential prerequisite for achieving the company's goals. Therefore, occupational safety is considered a management task. The management, executives and employees are jointly and independently committed to working conditions in which employees can work safely, healthily and successfully. This includes

- safe and ergonomic work equipment, workplaces and work processes.
- Operational procedures are continuously evaluated and optimized to reduce the risk of breakdowns, dangerous situations and industrial accidents.

This includes measures to improve health protection, including offers of alcohol/addiction prevention and addiction assistance in the company. The fact that concrete signs of risky alcohol consumption or drug abuse on the part of an employee can partly only be noticed after some years makes it necessary to continuously and systematically monitor performance and work behavior. Alcohol and drug consumption (at the workplace) and the acute dangers arising from it are addressed.

Employees are informed about the dangers of alcohol and drugs in their work at the company and about the consequences for themselves and their environment.

The executives of Müller-BBM GmbH have taken on this responsibility.

Müller-BBM GmbH hereby declares to comply with the aforementioned goals and principles in all business activities at all times and to promote their continuous development. The sustainable combination of economic success, social responsibility and protection of the environment secures our strong market position and at the same time contributes to meeting the current and future needs of society as a whole.