

As a family-run and innovative company in the development and manufacture of high-quality fasteners, we at EJOT integrate sustainability, quality and safety policies into all our business areas. Our strategy is based, among other things, on the global sustainability goals of the United Nations. EJOT is therefore also constantly working on a uniform management system that serves as a central repository and information collection, enables transparent access and ensures compliance with laws, standards, certifications and internal and external requirements as a binding obligation for the EJOT Group. We also use it to evaluate and improve our targets and ensure the functionality of our operating processes. Any necessary corrections are initiated by the management, reviewed annually and approved to ensure the necessary resources are available.

Think sustainable - environment and energy

In line with the cross-business strategies to achieve climate neutrality by 2035 and by further advancing application-oriented product solutions, EJOT is committed to protecting the environment, reducing GHG emissions, adapting to climate change and the circular economy. Energy efficiency and the increased use of renewable energy are at the heart of EJOT's efforts to optimize energy consumption and ensure a sustainable energy supply. By integrating environmentally friendly and sustainable technologies, processes and buildings into our operations, we strive to improve air and soil quality, protect ecosystems near our production sites and focus on waste prevention strategies. We also attach great importance to responsible water management and the safe handling of hazardous substances. In line with the European Green Deal, we help to achieve a circular economy with our detachable fasteners and focus on sustainable supplier management, which focuses on the procurement of energy-efficient products and services, among other things. The principles of this are set out in the Supplier Code of Conduct.

Community in family business - Social responsibility

A socially oriented corporate policy forms the backbone of our corporate identity, which is characterized by internationality, a sense of community and a focus on quality and customers. As a multinational group of companies, our focus is always on full respect for human rights in accordance with international standards and the promotion of inclusion and diversity based on tolerance and respect. Our corresponding guiding principles are set out in the Compliance Policy and form the foundation for targeted measures in line with our social responsibility. The health and safety of our employees is our top priority. The elimination of hazards and minimization of workplace risks is managed by means of risk assessments. We therefore integrate occupational health and safety standards and implement measures to prevent accidents at work. In this way, we ensure safe working environments. This includes preventive fire protection and emergency management at EJOT. By working closely with our employees and their representatives, we always take their concerns and interests into account. Furthermore, we support professional development through continuous investment in training and further education, thereby promoting the satisfaction and younger generations of employees.

Independent and long-term development - quality connects

Our economic development at EJOT is geared towards ensuring sustainable and efficient corporate management that combines technological leadership, quality and customer satisfaction. Quality is the basis of all activities at EJOT. As an international group of companies, we take responsibility for the quality of our products and processes, for compliance with international standards and certifications as well as uniform management standards at all EJOT locations worldwide.

- Zero-defect target: The consistent pursuit of the zero-defect target for all products, processes and services is the prerequisite for securing our future, with error prevention taking priority over error elimination.
- Customer satisfaction: We are a reliable and competent partner for our customers. Meeting their expectations with flawless products and on-time delivery is our top priority.
- Continuous improvement: In line with our objectives, we focus all our attention on the continuous improvement of products, processes, procedures and organizational workflows. Continuous improvement processes are implemented in all areas of the company.

Our information security policy aims to continuously ensure the confidentiality, integrity and availability of our data and IT systems. We continuously invest in establishing, maintaining and further optimizing a high level of security. As a leading group of companies in the fastening and joining technology sector, the protection of trade secrets and other sensitive information is of crucial importance. Through appropriate security checks and continuous risk analysis, we minimize potential damage, be it from external threats or internal risk factors.

Our information security policy is not just a code of conduct, but an integral part of our corporate culture. Everyone at EJOT contributes to implementing these guidelines and protecting our data and systems as well as those of our partners.



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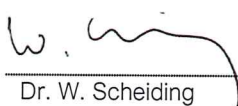
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