

Health, safety, environment and quality (HSEQ) policy principles

Forster's policy is to deliver to its customers its *products and services* at an economically viable price, at the agreed quality and scope of performance, and with maximum energy efficiency. The resulting expectations and requirements, as well as all other technical, economic and time specifications stipulated in the contract and all legal obligations and other claims, as well as the requirements of ISO 9001, 14001 and 45001 are complied with in order to achieve full customer satisfaction.

The Management is committed to underpinning all its acts by ethic principles. The Company's dealings with its staff are always based on equality, regardless of age, gender, religion and nationality.

The Management is committed to promoting customer focus, awareness of responsibility, environmental and quality awareness, and health & safety at work among its staff, and to setting forth principles of accountability and work flows for all activities and factors that affect the quality, environment and health & safety at work.

The Management defines health, safety, environment and quality (HSEQ) targets, including the objective of improving its energy performance, and periodically assesses these targets for their continued suitability. It regularly obtains information on the Company's performance regarding quality and environmental targets, evaluates the integrated management system and monitors the level of implementation and efficiency of measures taken to improve performance, checking that environmental criteria are constantly improved on and environmental burdens avoided. Written records are kept on such monitoring.

The Management undertakes to apply the management system described in the Company's management manual and to constantly work towards improving its effectiveness.

The Officer in charge of HSEQ (QB/UB/SGA-B) is Mr. Christian Forster. The HSEQ Manager (QM/UM/SGA-M) is Mr. Christian Kopf. The HSEQ Officer is responsible for implementing and maintaining the integrated management system and for keeping the Management informed of the integrated management system.

The Management and the HSEQ Officer take appropriate action such as acting as role models, holding discussions, scheduling regular meetings and other suitable measures, such as training, circulars and bulletins, to ensure that the HSEQ policy is made known to, understood by and complied with at the relevant levels of the Company.

Each body named in the manual and procedural instructions is responsible for compliance with the specifications to make sure that the requisite quality of the *products and services* to be delivered is maintained throughout their sphere of responsibility. This includes responsibility of all staff members to ensure compliance in their own sphere of responsibility.

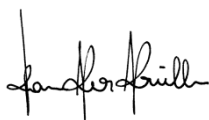
Our staff members are proactively included in the HSEQ responsibility, and in this way all contribute in their respective position to the constant improvement of HSEQ.

All staff members have access to the manual, procedural instructions and other relevant documents.

Waidhofen/Ybbs, 14 December 2020



C. Forster



H. Prüller



R. Reichartzeder



A. Grader