

GESTRA is the preferred and reliable partner for effective solutions in the world of industrial steam, helping customers achieve higher productivity. With generations of engineering knowledge, we are shaping the future of steam with German precision.

### Our mission:

With our experience of the industry, we exceed our customers' expectations, recruit, promote and retain talented and motivated employees, and increase the company's value over the long term. By using innovative technologies and processes, we deliver products, services and solutions that lead the industry.

We aim to achieve excellent results and continuous improvements in the areas of environmental protection, occupational health and safety and energy efficiency through commitment, personal responsibility, qualification and responsible behaviour.

### Our goals are as follows:

- ZERO accidents
- ZERO work-related illnesses
- Constantly high product quality
- ZERO-defect strategy
- Continuous process improvements
- ZERO environmental incidents
- Net-ZERO Scopes 1 and 2 emissions by 2030
- Full climate neutrality by 2050
- Reduction in waste and water consumption
- Improved energy efficiency
- Contribution to increasing biodiversity
- Expansion of voluntary activities

### Management Responsibility

We ensure that this policy is communicated, understood, and adhered to throughout the company and at our sales locations. We continuously improve our efficient integrated management system. We promote environmental, quality, and safety awareness among our employees. We support and implement the GESTRA error culture and, deriving from it, the continuous improvement process.

### Employee Responsibility

We follow safety rules and ensure safe working practices. We focus on behavior-based safety and support each other. We engage in health, safety, environmental, quality, and energy programs and contribute to them. We live the GESTRA error culture within the ZERO-defect strategy.

### Safety and Health Management

We involve and consult employees on all safety and health-related topics. We ensure a safe working environment and promote employee health through appropriate programs.

### Sustainability in the value chain

Resource conservation and sustainable environmental protection are fundamental criteria in designing our entire supply and value chain. We include our suppliers in our company policy.

### Ethical Behavior (Ethics and Compliance)

Within the framework of our binding commitments, we ensure legal compliance and regularly review it. We commit to ensuring that everyone can behave ethically and morally correctly and in compliance with all guidelines, laws, and requirements without personal disadvantage. We expect this commitment to ethical behavior from all employees and business partners. Our managers are expected to lead the way and set a good example.

### Customers

We will demonstrate added value for a more sustainable value creation process to our customers and enable it with our products and services. "A reliable quality standard" for products, services, functional safety, and processes is our claim.

### Environment

We define our manufacturing processes and plant infrastructure considering the best available technology and its environmental impact. We minimize energy consumption and resource use and ensure energy efficiency, environmental compatibility, and safety. We design our products to be energy-efficient, environmentally friendly, and safe.

### Social Engagement

We support the communities in which we operate. We focus our efforts on improving the general living conditions of disadvantaged people.

### Other Company Group Policies

In addition to our company policy, other policies help us pursue our sustainability strategy, which are not listed here for clarity.



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