



Franke Artemis Sustainability Principles

The Franke Artemis Group is committed to creating lasting value for its customers, employees, shareholders as well as for society through its ambition to become a leader in its market in economic, environmental and social performance. Excellent products and services combined with the expertise of our employees and our dedication to social and environmental values are our contributions to a more sustainable world. To ensure a systematic and effective approach in sustainable management, the Franke Artemis Group is a member of the United Nations Global Compact coupled with a continuous certification of all production companies under the ISO 14001 standard.

FRANKE ARTEMIS ECONOMIC PRINCIPLES

- We reach above average long-term profitability through our economic, environmental and social value creation
- We provide innovative and effective solutions that enable enterprise and offer a rewarding experience for our customers
- We aspire to be the preferred long-term partner of our customers.
- We continuously invest in research and development to create innovation that matters.
- We pursue the highest operational excellence in all our activities.
- We act entrepreneurially and judge our activities and investments based on long-term value creation.

FRANKE ARTEMIS ENVIRONMENTAL PRINCIPLES

- We develop solutions that reduce our customers' resource consumption and environmental pollution.
- We use environmentally responsible energy sources and invest in improving energy efficiency in our operations on an ongoing basis to keep our carbon footprint as small as possible.
- We prefer, whenever possible, the most environmentally friendly solution to fulfill our needs.
- We apply state of the art recycling principles to our products and activities and work to reduce the use of non-recyclable materials as much as possible.
- We minimize emissions, effluents and waste caused by our operations and dispose of all wastes through safe and responsible methods.
- We review the environmental attributes of raw materials and observe sustainability as a requirement in the selection of ingredients for new products and services.
- We monitor the environmental, health and safety compliance standards of our manufacturing facilities and participate in audits to continuously improve our performance.

FRANKE ARTEMIS SOCIAL PRINCIPLES

- We provide our customers with products and services that help protect the health and safety of their customers and employees.
- We continuously invest in our employees by offering them a motivating high quality work environment and by fostering their personal growth and development.
- We respect the human rights of all people and are fully compliant with the legal environment in countries we operate to avoid any kind of discrimination.
- We provide a safe work environment for our employees through comprehensive safety policies, training and audits.
- We hold our suppliers as far as possible to the same high standards of social responsibility that we follow.
- We are dedicated to responsible human resource management and leadership. Dismissals for cost saving reasons are only executed if they are unavoidable by other measures. We conduct business fairly and ethically and adhere to a Code of Conduct that defines our corporate culture by holding our employees worldwide to the highest level of integrity.