



# Quality, Occupational health & safety and Environment Policy

*The highest priority of REEL GmbH are the health and safety of our employees, customers, contractors, and community as well as protection of our workplace environment and of the environment as a whole.*

*Management has a leadership role in ensuring compliance with QHSE policy. Hence, the QHSE policy is obligatory for employees and subcontractors.*

## Our commitments and guiding principles

### QHSE / General

1. We are committed to open communication with the participation of employees and employee representatives. We are committed to being aware of the QHSE dangers and risks that affect our business and the community.
2. We comply with the country-specific laws and other requirements, the international code of conduct of REEL International.
3. The Management provide the necessary resources (human resources & finance) to achieve the QHSE goals.
4. We ensure that the skills of our employees fully meet the needs of the company.
5. We empower our employees to raise QHSE concerns with management.
6. When selecting our business partners, we also evaluate their commitment to meeting our requirements and standards.
7. The goal with the continuous improvement process is to reduce deviations and to avoid repeat errors. Annual improvement plans also contribute to this.

### Quality

8. We undertake to consistently meet the expectations of our customers and interested parties with regard to product quality and performance.
9. On-time delivery of our products and services is ensured to meet the needs of our customers.
10. We strive to support our customers in avoiding business interruptions.




### Occupational Health & Safety

11. Our goal is to protect and promote the health and safety of the communities in which we operate. We encourage our employees and employee representatives, such as works councils, contractors and partners, to lead a healthy, safe and environmentally conscious lifestyle.
12. We ensure that all of our employees and contractors are trained to meet our "Zero Accident" commitment.
13. We are keen to learn from our experience of security incidents in order to prevent recurrence.
14. We protect human life. The health of our employees is promoted by our health management. Employees and contractors are expected to stop their work whenever a risk cannot be controlled.

### Environment

15. We promote responsible use of our products throughout the entire life cycle by supporting our customers and producing innovative, safe, durable and reliable products.
16. We communicate our environmental standards to all employees, interested parties or persons who work on behalf of our organization.
17. We promote energy and resource saving.
18. We strive for sustainability. We achieve this by minimizing negative environmental influences, optimizing the ecological balance and continuously improving the efficiency of our consumption of natural resources.

We have set the following goals:

 <b>ZERO</b>	Accidents	 <b>ZERO</b>	Work related illnesses due to our operations	 <b>ZERO</b>	Reportable adverse environmental impact
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**ALL ACCIDENTS (INCIDENTS) ARE PREVENTABLE!**

Michael Engels  
QHSE Manager

Stefan Popp  
Managing Director

Cédric Schmuck  
Managing Director