

## **BOLL & KIRCH**

### **Group Guideline Corporate Social Responsibility (CSR)**

As a globally active company, we have a special responsibility towards global and long-term challenges such as demographic change, climate change and limited resources. Sustainability secures the future of our company. We reconcile economic, ecological and social requirements and face up to our social responsibility.

Outstanding performance in environmental protection, health management and safety are at high priority at BOLL & KIRCH. Our forward-looking commitment strengthens the competitiveness of our customers and creates the basis for our future success.

Our innovative products, systems and solutions help to improve the living conditions of people all over the world: In particular, they contribute to protect the climate through high energy efficiency, securing the supply of clean water, maintaining and promoting health, and making mobility and energy generation environmentally friendly. We plan, develop, manufacture, distribute and recycle our products and systems in such a way that the environment and human health are protected – in accordance with applicable regulations and beyond – and natural resources are conserved.

In doing so, we exercise our corporate responsibility in the following dimensions:

1. **Economic responsibility:** Financially sound corporate development helps to secure jobs and generate liquidity for necessary investments in the future, which will ensure the preservation and further development of the BOLLFILTER-Group in the future. For this reason, our economic goals are long-term, not short-term.
2. **Legal responsibility:** We act in accordance with the law and local regulations in all our markets and in all the countries in which we operate. This also applies and in particular with regard to occupational safety, minimum wage and working time standards, fair competition and respect for antitrust regulations, as well as respect for intellectual property rights.
3. **Ethical responsibility:** In addition to legal responsibility, we see our ethical responsibility in the following areas:
  1. **Environment:** In balance with economic responsibility, we try to fulfill our ecological responsibility in the best possible way. The preference for partially or fully electric company cars that can be charged with green electricity at the site, the investments in a photovoltaic system and the certification according to the internationally valid environmental standard ISO 14001 at Kerpen site are proof of this.

2. **Human rights:** We are actively committed to the UN Charter of Human Rights (<https://www.ohchr.org/en/human-rights/universal-declaration/translations/english>).  
In particular, the prohibition of child labor and any kind of discrimination are a daily part of our actions. We try to ensure the compatibility of work and family life through regulations on mobile working. Our Code of Conduct, which must be signed by each supplier, as well as our Group Policy “Diversity, Equality and Inclusion” are proof of this. In this context, we are also actively committed to the standards of the International Labour Organization (ILO; <https://www.ilo.org/global/lang-en/index.htm>).
3. **Occupational safety and employee health:** The promotion of occupational safety and the health of our employees is close to our hearts. Only healthy employees are motivated employees and can and want to contribute to the goal of economic responsibility. We promote this through, for example, ergonomic office equipment, free flu shots and subsidized gym memberships. Our high occupational safety standards, proven by ISO 45001 certification, also contribute to this.
4. **Company salary-, wage- and social-benefits:** We support our employees with inter-company social benefits such as a company pension scheme, subsidized canteen meals or salary components above the collective bargaining agreement.  
  
In addition, we are committed to pay 100% of our employees and temporary workers not only statutory minimum wages, but at least living wages in accordance with the Living Wage approach of the United Nations Global Compact (<https://unglobalcompact.org/what-is-gc/our-work/livingwages>).
5. **Philanthropic responsibility:** Even beyond BOLL & KIRCH, we are committed to social development. This responsibility is anchored in the circle of owners of the company, which includes the Marga & Walter Boll Foundation and the Dr. Heinz Lux Foundation, two institutions dedicated to the promotion of science and research as well as social projects. In this way, philanthropic responsibility has become part of the corporate identity and thus part of our daily actions.

All managers and employees are called upon to act in accordance with this CSR guideline, to cooperate and to demand this from colleagues and superiors.

Kerpen, November 2023



CEO



Director Compliance