



BECHEM Business Policy

Preface

The base for the products with an excellent quality and our services which meet the internal and external challenges, are driving the implementation and systematic further development our integrated management system. This combines the elements of quality, environment and safety.

All included rules and guidelines apply for superior as well as for specific sectors, this is mandatory for all employees.

The current valid version of the integrated compendium (IMS) is available for all employees in the Bechem intranet.

Quality

Since 1834 Bechem manufacture special lubricants for the industry. This special market requires not only outstanding quality and reliability from the manufacturers and their product, it requires that from the company too.

Our Mission:

Specialized in specialties

Our Claim:

- Quality for highest customer satisfaction
- Highest quality in all business processes
- Maximum effectiveness in all processes
- Encourage/promote standardization and use potentials flexible acting

Our Way:

The implementation of a quality management system in accordance with IATF 16949 is a key component, which encloses all activities and place the customer centered. A satisfied customer is the requirement to secure the success of our business. This contains not only the delivery of products with specified product quality on time, but also includes consulting and supporting customers from the beginning (first request) to feasibility evaluation of lubricants to proactive assistance for service purposes.

Our effort and reference for all employees is the zero-defect-objective. Our first priority is the targeted development of our employees to maintaining as well as to extend the qualification. Comprehensive quality planning

is another component of the zero-defect-objective and helps to avoid potential errors before they occur.

"Quality is the responsibility of every employee"

The thinking and acting of all employees is always defined by natural idea of quality. We rely on management to act as a role model to ensure that all employees assume responsibility for quality in all areas. The quality of our products and our services are significant also be issued by the supplier quality to form the integral part of our management system.

Environment

We are convinced that our consequently lived environment protection is an important component of our long-term corporate success. This is why Bechem relishes the trust and respect from the society. We are going to introduce a new environment management system requiring DIN ES ISO 14001 to meet the requirement.

The ecological commitment is an equally important objective as well as social responsibility.

Our actions conform to the following principles:

The elimination of pollution, waste of energy, accidents and diseases have great importance in all procedures.

As a company we are integrated in our social and natural environment, therefore we are dependent on their performance. The compliance with applicable environment laws and additional requirement in terms of the use of energy, energy consumption and energy efficiency are seen as a matter of course for us.

We commit ourselves to comply with the legal requirement and the legislation to a continuous and systematic improvement of our environment performance.

We consistently regard the whole life cycle of our products and industrial activities. That means to minimize the consumption of energy, water and other resources, the production of waste, emissions and by-products. It also means to support the waste management so waste products can convert to new materials.

We strive to work energy efficient on our recent developments with our development partners. We give priority to regional providers with comparable performance depending on the availability of our products. In our purchase

of new machinery and equipment, we take the aspect to be energy efficient into account.

“Environmental protection matters for all of us”

This is why all of our employees are integrated in our environmental management system by training courses and are included in environmental protection.

We are planning and acting forward-looking within our operational value chain, from the beginning with raw materials up to the mailable end product, this is why we take environmental and energetic aspects into account.

We have been realizing a secured operating status with emergency plans in case of any disorders, because we need to comply current requirements and delivery capabilities of contract products.

Sustainability

Sustainability is firmly anchored in the corporate strategy and culture at BECHEM. As a family-owned company, we are convinced that acting responsibly in terms of Corporate Social Responsibility (CSR) is a prerequisite for the sustainable economic success and future viability of our company.

Renewable energy from our photovoltaic plants supplies the production and the administration at the headquarters in Hagen and at our plant in Gardelegen-Mieste. The three BECHEM locations in Germany are exclusively supplied with green electricity since 01.01.2023. Thus, we cover - in addition to the self-generated electricity by photovoltaic plants - the entire electricity demand by renewable energies, implement defined targets of our sustainability strategy and reduce our CO₂ footprint.

We are at home in the chemical industry and therefore feel an even greater obligation to reconcile business and the environment with sustainable concepts. The fundamental attitude of the company management as well as the workforce towards topics such as climate protection, resource conservation or even conscious nutrition are also of decisive importance for our sustainable actions.

We develop sustainable products, all of which have always made their contribution to sustainability, because they have always been developed to reduce friction and

wear, increase service life and minimize maintenance. We also think „green“ in our product developments, selecting raw materials that conserve resources and avoiding raw materials that pollute the environment.

In addition to recyclable containers for our lubricants and ecologically degradable lubricating greases, we are continuing to develop our energy-efficient and resource-conserving production processes. This is done within the framework of sustainability management, which covers environmental aspects and social aspects such as human rights, no child labor, equal treatment, discrimination with regard to origin and religion. Another important component of sustainability management is the recording of greenhouse gas emissions and the coordination of reduction measures.

We are committed to continuous and systematic improvement of the sustainability of our company beyond compliance with legal requirements and regulations.

Security

It is our effort to recognize and to minimize any risks with preventive measures already at the beginning of our planning and processes.

The company management will provide all necessary resources for the implementation, the safety of our facilities is maintained by periodic and continual maintenance all the time.

All business and work processes and interfaces within our company are captured by a security system.

The prerequisites for continual improvement and advancement of our security management system is to set goals and to do periodic analysis and valuation of our safety standards.

The periodic provision of audits and inspections locally ensure the effectiveness of our security management system.

The preservation and needs-based expansion of qualifications and competences at all levels of our employees, is a prerequisite to accomplish our goals.

An essential component for further development is a continuous improvement at all levels. The effectiveness of strategic and operative measures are recognizable in performance indicators for a continuous improvement.

The effectiveness of our management system is going to be monitored with internal and external audit measures about an annual planning.

This business policy is constantly checked by current requirements and appropriateness.

Hagen, March 1st 2023

Christoph Hundertmark
Managing Director

Dr. Michael Gerle
Managing Director