



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, safety and social responsibility.

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 and energy

We are convinced that consistently practised environmental protection is an important component of our long-term corporate success and that BECHEM enjoys the trust and respect of society. In order to fulfil this claim, we have committed ourselves to introducing, supporting and continuously improving an environmental and energy management system in accordance with DIN EN 14001 and DIN EN 50001. The management provides the necessary resources and sets targets.

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

Our actions conform to the following principles:

The prevention of environmental pollution, energy waste, accidents and illnesses, as well as the consideration of climate change and its effects, is a high priority in all processes.

As a company, we are integrated into our social and natural environment and are therefore dependent on its performance. Compliance with applicable laws and other requirements relating to environmental impact, energy use, energy consumption and energy efficiency is a matter of course for us.

In addition to complying with legal requirements and regulations, we are committed to the continuous and systematic improvement of our company's environmental and energy performance.

We consider the entire life cycle of all industrial activities and our products. This means minimizing the consumption of energy, water and other resources, reducing the generation of waste, emissions and by-products and supporting waste management so that waste products become recyclable materials.

Together with our development partners, we endeavour to focus on the most energy-efficient processes possible, particularly in the case of new developments. In addition, we aim to take climate-relevant effects into account as early as the planning phase and implement suitable adaptation measures. Depending on availability, we favour regional suppliers with comparable performance. The aspect of energy efficiency is taken into account when procuring new systems.

“Environmental protection matters for all of us”

For this reason, every employee is integrated through training as part of the development of the environmental and energy management system and included in the company's environmental protection measures.

Environmental and energy aspects are taken into account through forward-looking planning and action within our operational value chain, from the receipt of raw materials to the finished product ready for despatch.

Emergency plans are used to ensure a secure operating status in the event of disruptions in order to fulfil existing requirements and ensure the ability to deliver the contractual 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 systems is going to be monitored with internal and external audit measures about an annual planning.

Respect and compliance with religious standards

We acknowledge the importance of religious beliefs and cultural values for our employees, customers, and business partners. Our company is committed to fostering a work environment characterized by respect, tolerance, and equal opportunities. Any form of discrimination based on religion or belief is not tolerated.

BECHEM respects the religious and cultural requirements of its customers and is committed to complying with Halal and Kosher standards. For certified products, we ensure that all relevant requirements are met. This includes:

- Careful selection of raw materials that comply with Halal and Kosher regulations
- Separation of critical production lines when necessary
- Adherence to specific purity and manufacturing guidelines to ensure compliance with the respective standards
- Regular audits and certification by recognized Halal and Kosher organizations
- Transparent communication of Halal and Kosher policies to all relevant employees and partners

Through continuous optimization of our processes, we ensure that Halal and Kosher standards are consistently upheld.

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

Hagen, May 23, 2025

Christoph Hundertmark
Managing Director