



Pollmann Group Sustainability Policy

Scope: Pollmann Group, including all subsidiaries

1. SUSTAINABILITY

We regard sustainability as a holistic principle that spans the entire Pollmann Group. Balancing environmental protection, economic viability, and social responsibility is integral to our corporate philosophy. Ensuring a healthy environment as the foundation for society and future generations is a key element of our corporate mission. Within the framework of this Sustainability Policy, we define objectives to improve performance in each core area and pursue their fulfillment through concrete measures as part of a continuous improvement process. The company provides the necessary personnel, technical, and financial resources to guarantee the implementation of these measures. Objectives, measures, and their successful execution are communicated regularly and internally. Furthermore, we commit to complying with all applicable legal requirements, regulatory obligations, and any voluntarily assumed binding commitments.

To ensure the policy remains up to date and continually improves, it is reviewed at regular intervals and, if necessary, adapted to reflect current developments, technological innovations, and societal demands. In addition to this overarching Sustainability Policy, our PCN site maintains a detailed Environmental Policy to meet local legal requirements.

This Sustainability Policy addresses the following integral core topics:

1.1 Environment

Pollmann and its employees are committed to promoting environmental protection across all business areas. We regularly monitor the environmental impacts of our operations and, within the constraints of economic feasibility, actively minimize them and prevent environmental damage through appropriate preventive measures.

1.2 Energy

Pollmann and its employees commit to continuously improving energy performance through efficiency enhancements, optimization of technical systems, and process innovations. Energy management is an integral part of our strategic and operational processes and is considered in investment, procurement, and process-design decisions.

1.3 Social

Pollmann and its employees are dedicated to fostering social sustainability through fair working conditions, diversity and inclusion, respectful interactions, equal opportunities, and community engagement. We uphold the rights of our workforce, support local communities, and adhere to ethical standards to shape a sustainable and responsible future.

1.4 Governance

Our company is committed to the highest standards of integrity, transparency, and accountability. We always act in accordance with our ethical principles and values. Through responsible decision-making, clear guidelines, and an open corporate culture, we promote sustainable growth and maintain the trust of our stakeholders.