

## Health, Safety and Environmental Guidelines

A continuous objective is to maintain an effective Safety Management System according to OHSAS 18001:2007 and an Environmental Management System based on ISO 14001:2015.

We consider environmental protection, i.e. water conservation, emission control, soil conservation and waste management as well as safety, i.e. industrial safety, product safety and plant safety, as an important obligation, equating these topics to the economic objectives of our company.

By using suitable processes and through preventive action we guarantee a safe working environment and health protection for our employees. Our employees are aware of their responsibility for themselves and their colleagues and act accordingly to the HSE (Health, Safety and Environment) Principles and Procedures .

Out of responsibility for employees, company and the environment, we tackle any task necessary even without directives from the authorities, implementing it autonomously, often going beyond the legal framework.

We seek the open exchange of information with the authorities and cooperate when it comes to solving environmental and safety problems. To us, environmental protection and safety mean unrestricted action in accordance with the laws, regulations and directives by the authorities.

We are committed to the ecological, social and economic interests of the regions of our locations. Our product and process development is guided by the principle of great environmental responsibility.

We make contact with the neighbourhood by explaining the processes in the production facilities; thus, we intend to remove any uncertainties that might arise from alleged harmful activities on our premises .

We consider both the reduction and avoidance of the environmental impact during manufacturing, storage, transport, and use of our products as well as their subsequent whereabouts an objective and continuous challenge for research, development and production.

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In our plants, we use state-of-the-art processes and equipment to achieve these objectives. We monitor and regularly verify the impact of our production plants in terms of industrial safety and environment; using the gained information to operate and optimise the plants. Thus, we reduce the risk to employees and the effects on the environment to a minimum.

We utilise raw materials and recyclable waste as far as possible and use energies economically to reduce the environmental impact and to protect the resources. For non-recyclable wastes, we ensure harmless disposal in conformity with the law.

We improve the level of knowledge of our employees through a wide variety of measures such as technical information, recurring training courses and regular instructions.

We comprehensively instruct our customers on the safety and environment-related characteristics of our products and continuously extend our knowledge in this regard.

We apply the principles of our improvement process not only to environment and health protection but also to industrial and plant safety, by actively integrating modules like the MDM improvement suggestion system (“Employees help think”) and the methods of SixSigma®.

July 2019