

Niedax Group

Management Policy Statement regarding the IMS-Policy

**Status 04/2023
(Rev. 14)**

We have hereby established a binding policy for our Integrated Management System (IMS)* in accordance with our corporate duty of care, for the implementation of the management systems, and to suit our customers and interested parties. This equally includes the Nuclear Safety Culture (NSC).

GUIDING PRINCIPLES

For many years customer proximity, innovation, professionalism, quality, reliability, and sustainability have been the basis for our success. Among our main objectives is to meet requirements, whereby not only legal and regulatory requirements but also the needs of customers and other interested parties are considered. We value customer satisfaction as an equally important factor for a successful entrepreneurial future.

Our organization is focused on the company's objectives and therefore continuously adapted to operational needs. The IMS manual in conjunction with all dependent documents of the IMS and the respective management systems serves as the written foundation thereof.

RISK- AND OPPORTUNITY ASSESSMENT

Risks are a natural part of our lives and impossible to be completely avoided even with the most careful planning. Opportunities are being recognized to implement improvements.

A thus implemented early warning system ensures that risks are identified before they may possibly lead to an error. On the other hand, identified risks may give rise to opportunities that were previously not considered. Following a due assessment, appropriate measures are defined and implemented if deemed necessary.

COMMITMENT

Management commits itself and all employees to actively apply and continuously improve the established IMS; compliance to all legal and internal requirements is demanded. Furthermore, this commitment is also required by the entire supply chain and service providers and is subjected to regular reviews.

The employees are being trained by the management about legal requirements of the legislator, our customers, and other interested parties. Management provides all resources necessary for the application of the IMS and carries out assessments of the effectiveness of the IMS on a regular basis.

LIABILITIES

All specifications within the IMS and all regulated documents of the respective management systems are binding. If in an individual instance the specifications are not applicable or cannot be implemented, the respective superiors or authorized representatives will decide on the individual course of action in consultation with the Integrated Management Representative (IMR).

REPRESENTATION

A member of the top management (the Integrated Management Representative - IMB) has been appointed specially to implement, maintain, and continuously improve the IMS on top management's behalf.

The IMB regularly reports to top management on the performance of the IMS and the need for improvement. The responsibilities of this position also include to promote quality, energy, environmental, sustainability and safety awareness (incl. NSC) throughout the organization to management, all employees, and all stakeholders with the support of the officers of the respective management systems.

CONTINUOUS IMPROVEMENT

The main objective is to improve the status of the IMS achieved in each individual case. To this end, the management agrees to binding targets and specific improvement programs with the executives. These are then further itemized and broken down within the departments. Each employee is committed to contribute his or her best possible share to achieve the goals that concern him or her.

QUALITY ASSURANCE

Management has decided to implement and maintain a quality management system in accordance with ISO 9001 to improve overall performance and provide for sustainable development initiatives.

In particular, the management system aims on consistently delivering products and services that meet applicable legal and regulatory requirements as well as standard and customer requirements.

SUSTAINABILITY / ENERGY EFFICIENCY

Based on the systematic analysis of energy consumption and use, we evaluate processes and develop concepts to save energy and increase efficiency.

Energy efficiency and consumption, sustainability, and cost-effectiveness are considered when procuring capital goods, during design or redesign of articles and processes.

HSE

Management systems for occupational, environmental, radiation, health and emission protection are maintained to protect our employees from occupational accidents and the environment from harmful effects.

Our stated vision is that occupational accidents and environmental incidents can be prevented by precautionary measures. Our declared goal is to prevent accidents and incidents through optimal prevention and technical and organizational means.

NUCLEAR SAFETY CULTURE (NSC)

NPP (Nuclear Power Plant) orders are executed according to the standards KTA 1401 and ISO 19443.

AUDITING

Performance and effectiveness of the IMS as well as the degree of achievement of the set objectives are assessed on a regular basis: To this purpose, depending on the management system internal as well as external audits are carried out for all relevant processes once a year, but at least every three years.

Once a year a Management Review is carried out by the IMR to ensure the IMS' continued suitability, appropriateness, effectiveness, and its alignment with the strategic direction.

Linz/Rhine, 19.04.2023

gez. Bruno Reufels

CEO

gez. Alexander Horn

Managing Director / IMR

gez. Adrian Lowiner

Managing Director
Sales CMS

gez. Marina Reufels

Managing Director
Digitization and
intern. Marketing

gez. Philipp Stiehl

Managing Director
Sales R&M

gez. Cornelius Steele

Managing Director

* Scope of validity/application of the IMS:

Niedax GmbH & Co. KG with the locations in Linz/Rhein and St. Katharinen, Rico GmbH & Co. KG with the location in Kirchheim/Teck, Hermann Kleinhuis GmbH + Co. KG with the locations in Linz/Rhein, St. Katharinen and Riederich, Niedergesäß GmbH & Co. KG with the site in Linz/Rhein, Fintech GmbH with the sites in Linz/Rhein and St. Katharinen and Niedax Galvanik GmbH with the site in Bonn-Beuel (if applicable, different specifications per management system).

Further details on the certified sites and underlying standards can be found in the respective valid certificates.