



Rheinmetall Division Power Systems - Division Policy -

Who we are

The **Division Power Systems** of the Rheinmetall Group is a **global, competent and performance-oriented** technology partner for **mobility and industrial sectors**.

Furthermore, we are a **valuable member of all social communities** in which we operate.

What we stand for

We stand for **high quality, leading technologies, future-orientation and sustainability in value growth**. Moreover, we focus on a careful and responsible **interaction with the environment**, in particular with regard to the **use of the latter's resources**, including the sources of energy. **Renewable resources/energy** are used preferentially. In terms of **decarbonisation**, we strive for **CO₂ neutrality** as a long-term goal. Furthermore, **exemplary care for the health and safety of our employees** characterizes our organization.

These aspects are an **integral part of our philosophy and strategy** and taken into account in every decision of our company. In this way, we live up to the principle of an **Environmental, Social and Governance (ESG)**.

Interested Parties (Stakeholders) & their requirements

Our company is guided by the **needs and expectations of our various Stakeholders**, including our customers, employees, public authorities and the society we are embedded in.

Constructive cooperation with all relevant stakeholders enables the consistent **compliance to the respectively applicable legal and regulatory requirements** as well as **further binding obligations** (i.e. from contractual agreements). This applies independent of whether these requirements relate to health and safety, environmental protection, energy efficiency, information security, the characteristics of our products or any further relevant matter.

Special care is taken to comply with requirements concerning the **use of hazardous/harmful chemicals and biological and physical substances** that can **damage the environment, jeopardize the health and safety** of employees as well as customers and/or affect the **merchantability of our products**. In addition, we strictly respect the regulations regarding **substances mined at conflict and high-risk areas ("Conflict Minerals")**.

Management Systems & Continuous Improvement

Our **Management Systems** are the base for **excellent quality**, the preservation of **health & safety**, a continuously **optimized ecological footprint**, including the **efficient use of energy sources and water**, the **reduction of CO₂ emissions** as well as best possible **security of information**.

Related risks and hazards are identified diligently and prevented by means of appropriate technical and organizational measures. All employees are made well aware of the risks that concern their individual area of responsibility. **Emergency Plans** for any kinds of possible incidents have been established.

Furthermore, we proactively investigate **opportunities for improvements**.

Periodically, appropriate **quality, health & safety, environmental, energy and information security objectives** are agreed. **Related action plans** are set up and the respectively required resources are provided.

We use **Management Reviews** as well as **internal and certification audits** to verify the ongoing suitability of the Policies, the achievement of objectives as well as the continued overall effectiveness of the Management Systems. In addition, an appropriate **incident/accident management** has been established to sustainably address any weaknesses.

On this basis, we **continuously improve** our processes and products as well as the management systems in their entirety. In addition, we strive for their **advancing integration** by means of the implementation of adequate measures.

Obligation and Responsibility of Top Management, all Employees and Business Partners

The **Top Management** diligently takes the **superior responsibility** for the **effectiveness of the Management systems**.

All Managers support the implementation of **appropriate measures** to minimize **the occurrence of undesirable effects**. Appropriate **personnel, technological and financial resources** are provided for this purpose.

Full awareness of every employee regarding her/his commitment to Quality, Health & Safety, Environmental Protection, Energy Efficiency and Information Security by means of **suitable information, sensitization and training** is ensured. Respective **Compliance Regulations** have been drawn up. In this way, we **empower all members** of our organization to **contribute to the fulfillment of the internal Policies and compliance to all binding obligations and rules**.

Furthermore, we **encourage our suppliers and external service providers** to **systemically manage** the aspects of quality, occupational health & safety, environmental protection, energy/water consumption efficiency as well as information security and data privacy criteria.

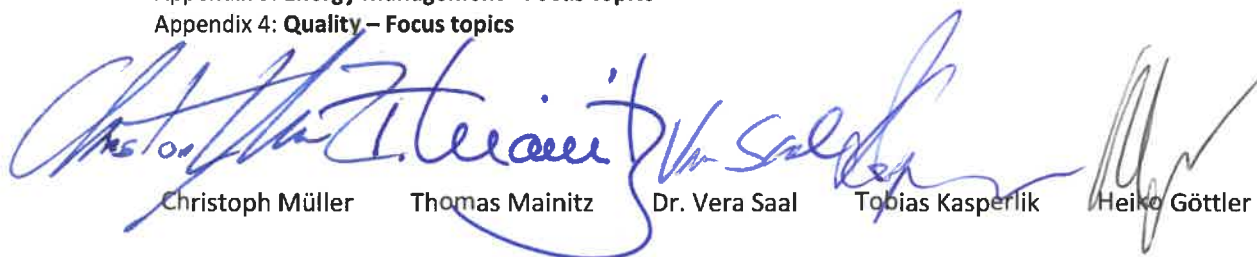
Appendices:

Appendix 1: **Health & Safety Management - Focus topics**

Appendix 2: **Environmental Protection - Focus topics**

Appendix 3: **Energy Management - Focus topics**

Appendix 4: **Quality – Focus topics**



Christoph Müller

Thomas Mainitz

Dr. Vera Saal

Tobias Kasperlik

Heiko Göttler



Appendix 1: Health & Safety Management - Focus Topics

Management Systems & Continuous Improvement

- By means of **various prevention programs and health promotional measures**, we maintain and foster the health, ability to perform and satisfaction of our personnel.
- **Personal protective equipment** is deployed to minimize the risk of incidents and safeguard physical integrity.
- **Doubts and remarks of employees** with regard to occupational health and safety aspects are heard – as well if they are addressed via a third person like the Health & Safety Officers.
- For work procedures, only **non-hazardous working materials** are selected as possible and the use of **technologically imperatively necessary hazardous material** is exclusively permitted in a way that the health and safety of our staff and third parties is not jeopardized.
- The **design of machines, workplaces and work procedures** is compliant to legal and commonly established **safety-related and occupational-medical rules** as well as **ergonomic principles**.
- Preventive measures regarding **fire protection and averting of further hazards** are established and are periodically trained with the concerned employees.

Obligation and Responsibility of Managers & all employees

- All managers and the further employees cooperatively take care of a **safe, healthy and clean work environment**
- **Managers** actively support an appropriate **hazard assessment** and the implementation of effective measures for the **prevention of injuries and occupational illness**.
- **Each and every employee** is responsible for and bound to knowing the **relevant safety rules** for her/his work area as well as the consistent and diligent compliance to those.



Appendix 2: Environmental Protection - Focus Topics

What we stand for

- **Environmental Relief**

We will judge and supervise our **present and future activities** according to **ecological points of view** whereby the **normal environmental rules** mean the **minimum standard** for us.

The **emission of greenhouse gases** shall be continuously reduced. Furthermore, the **quality of water and air** in the areas where we operate shall not be negatively impacted by our organization, as far as possible. Likewise, **waste shall be reduced** to the lowest possible level. **Noise emissions** are limited to the respectively applicable requirements.

Wherever an appropriate opportunity arises, we set up, actively participate in or foster projects to preserve/enhance **biodiversity** and for **animal welfare** in the areas where we operate. Moreover, we take care of an environment-friendly **use of land** that we own or lease (e.g. in order to preserve **soil quality**) to the extent possible.

- **Products and Production**

Products are developed to have **minimal environmental impact**. This includes being economical in the consumption of energies and natural resources.

Due to limited resources, we are focusing **circular business**, e.g. by using **recycled materials** in our products.

- **Emergency Precaution and Actions**

We further develop our **emergency systems in conjunction with authorities and our associates**. Actions are taken by means of which disturbances of the environment through accidents are avoided or limited.



Appendix 3: Energy Management - Focus Topics

Energy consumption is consciously controlled as a basis for a continuous improvement of the energy performance.

The main goals of Energy Management are the **increase of energy efficiency** and **reduction of**

- **energy consumption,**
- **CO₂ emissions** and
- **energy costs.**

Specific focus topics in this context are the following:

- Systematic recording of our **energy consumption** and assessing this data form the basis of our energy management strategy.
- **Our employees** are responsible for an **efficient energy management** in their departments. We ensure according **awareness and training**. This as well applies to those who work on our behalf.
- If **purchased equipment, products and services** have a significant impact on our energy consumption, energy efficiency should be considered within the specifications and requirements of the requester of those.
- We also consider energy efficiency in the **design of machines, processes** and **buildings**.



Appendix 4: Quality – Focus topics

At the center of our understanding of quality is the fulfillment of the **expectations and requirements** of all our **internal and external customers**, especially with regard to the products that we manufacture and supply. Against this background, we consistently pursue the **principle of a "Zero Defects Strategy"** in all value-adding and administrative processes in order to **consistently avoid any kind of waste**.

Important approaches for **ensuring quality** are

- the **prevention of defects** by means of **mature developments** as well as **capable and robust processes along the entire supply chain**, until the end of the life cycle of our products,
- the **development and manufacturing of safe products** - from the quotation phase, through product and process development, assembly and commissioning as well as the use in the field. For this purpose, **all quality characteristics, regulatory and normative requirements** need to be consistently taken into account - especially in the areas of **product safety, functional safety and cybersecurity**,
- a strong **commitment to continuous improvement** of the quality-related performance by means of **ambitious and continuously monitored quality objectives**, and
- a transparent and careful **handling of any defects that occur**, including in-depth analysis root cause analysis as well as their **sustainable elimination**.

Not only, but especially with regard to our **products and manufacturing processes**, **innovation** is our constant driver.

We use **future-oriented technologies** to be able to offer **innovative product solutions of the highest quality** to our customers, also in new markets and applications.