

# Business Policy

## OUR COMPANY

In Kelheim, we have been producing viscose fibres for more than 85 years, which makes us the viscose fibre plant with the longest producing history in the world.

We produce wood-based speciality fibres for a sustainable lifestyle. As one of the world's leading producers of viscose speciality fibres, Kelheim Fibres contributes to the success of many brands and products. To ensure this continues in the future, our business policy is built on innovation, continuous improvement, specialisation, and reinvestment. As a company that shapes markets, we also offer a large number of secure, high-quality jobs in the region.

## OUR CLAIM TO SUCCESS

We strive for sustainable economic and ecological success. It is our clear vision to be the driving force behind the best individual solutions for a healthy lifestyle while protecting the environment for future generations. In doing so, we aim to make a significant contribution to the transformation from a fossil-based to a bio-based society.

## OUR VALUES

Our business policy is based on three core values that we actively live and promote: Trust, Engagement and Innovation guide our daily work.

**Trust:** The reputations of many international brands depend on our performance. Both customers and consumers place their trust in our high standards, which we guarantee through comprehensive quality assurance systems. Trust also shapes our relationship with our employees, our suppliers, and other stakeholders. Transparency is one of the most important pillars of trust.

**Engagement:** Engagement with our customers, products, employees, and suppliers is of the highest priority at Kelheim Fibres. For us, being engaged means always giving our best and driving both large and small projects forward with expertise and passion. This is how we can achieve extraordinary results and success in our partnerships.

**Innovation:** Innovation forms the cornerstone of our success. We wholeheartedly pursue the open innovation concept and promote an open and creative corporate culture that generates new ideas. This is how Kelheim Fibres creates products and processes that are convincing for our customers and set industry standards.

## HOW WE OPERATE

- ◇ We always comply with all laws and regulations and act fairly in all areas.
- ◇ We value the diversity of the people who work for us and promote the different skills, talents, and competencies of individuals - regardless of race, ethnicity, age, religion, gender, sexual orientation or disability.
- ◇ We strive for continuous improvement in all areas. To do so, we regularly set ourselves targets to improve our performance, identify and implement appropriate measures and review their success.
- ◇ Customers and consumers trust that our fibres meet the highest standards of quality and hygiene. We guarantee this through comprehensive quality assurance systems.
- ◇ We apply state-of-the-art environmental, energy and process technology to minimise our impact on the environment and to set new standards. We ensure that the most efficient technologies are used in maintenance and new plant projects.
- ◇ We are committed to use raw materials and energy in an efficient way. To this end, we continuously improve the material and energy flows in our production and recycle input materials and recover surplus energy.
- ◇ In our annual environmental statement, which is publicly accessible, we document our environmental goals as well as our progress in achieving these goals.
- ◇ Sustainability encompasses the life cycle of our products, from the extraction of raw materials, for example from sustainable forestry, to the environmental impacts along the value chain, right through to the end of their product life cycle.
- ◇ Responsible and trained personnel are the basis for achieving our goals. We require our suppliers and service providers to meet standards that are in line with our policies. Regular audits serve to monitor the effectiveness of our systems and the specific measures taken to achieve our goals.
- ◇ The health and well-being of people is a central concern for us. That is why our company actively promotes health and safety in all activities, processes, and products.
- ◇ We are committed to meet the requirements of EMAS, ISO 14001, ISO 9001, ISO 50001, OHRIS, ISO 45001, and ISO 19600.



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