

# Management Policy

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## WE FIRMLY COMMIT TO

- The goals of
  - **Zero accidents** with a focus on “Health & Safety first”.
  - **Zero defects** with a focus on “Quality always”.
  - **Carbon neutrality** along the entire value chain by 2050.
- Understand and meet our **customers’** expectations and requirements, and contribute to their success.
- Respect, consult and involve our employees as well as their representatives.
- Provide a great **place to work**, ensure healthy, safe, and fair **working conditions**, protect the **environment** from pollution, preserve **ecosystems**, use energy and natural **resources** responsibly, eliminate hazards, and reduce **risks** to an acceptable level.
- Comply with human rights, statutory requirements, and binding obligations.
- We live the **MANN+HUMMEL Code of Conduct** and our **FILTER values**.
- Understand our organization, its interested parties as well as the internal and external issues that affect it, in order to set and meet our **objectives**.
- Prioritize the **safety** of our **customers** by designing, manufacturing, and delivering **products** that are **safe, sustainable, and compliant** with all relevant product specific standards and regulations. Through testing, continuous improvement, risk assessment, and transparent communication, we ensure the **highest level of product safety** for our customers.
- Cooperate with our **suppliers** in a fair partnership to achieve best quality, cost, service, employee safe-guarding, environmental protection, and compliance with statutory requirements and human rights in our supply chain.
- Strive for excellence and meet our goals by assessing **risks** and **opportunities** – acting preventively as well as evaluating and communicating our performance.
- Provide the necessary resources to maintain and continually improve our **management system processes**.
- Be our **customers’** first choice in terms of quality, best service, and innovative technologies.
- Maintaining a **documented internal control system** that safeguards assets, ensures compliance, promotes accountability, and supports the achievement of the company’s objectives.
- A robust and comprehensive **resilience** framework, through leadership, oversight, resources, and trainings for all employees to protect MANN+HUMMEL against threats.



**Kurk Wilks**  
President & CEO



**Emese Weissenbacher**  
Executive VP & COO



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