

GESTRA is the preferred and reliable partner for effective solutions in the world of industrial steam, helping customers achieve higher productivity. With generations of engineering knowledge, we are shaping the future of steam with German precision.

**Our mission:**

With our experience of the industry, we exceed our customers' expectations, gain, support and retain talented and motivated employees, and increase the company's value over the long term. By using innovative technologies and processes, we deliver products, services and solutions that lead the industry.

Our aim is to achieve excellent results and continuous improvements in environmental protection, energy efficiency, and occupational health and safety. We will do so through a combination of dedication, accountability, training and responsible action.

**Our goals are as follows:**

- ZERO accidents
- Consistently high product quality
- ZERO environmental incidents
- Reduced waste
- Greater energy efficiency

**Occupational health & safety management**

We support and advise employees in all matters related to health and safety. Work tasks and conditions are designed to support their health, motivation and performance. Our planning is focused on the future and aims for constant improvement. We take all external and internal obligations, regulations and requirements into account. Our goal is simple: "ZERO accidents and healthy staff".

**(Sustainability in the) value-creation chain**

When organising our supply and value-creation chains, we focus on smart use of resources and sustainable environmental protection.

We involve our suppliers in our corporate policy here. We inform them of our requirements in terms of quality, delivery reliability, ethical behaviour and sustainability, as well as standards for safety, working conditions and environmental protection. Where possible and sensible, we also set these out in joint agreements.

**Environment**

We define our manufacturing processes and factory infrastructure using the best available technology. We make every effort to continually optimise our primary energy requirements and resource utilisation. We ensure energy efficiency, environmental compatibility and safety in the operation of our facilities. We provide all of the resources necessary to improve our environmental performance.

Our products are also designed to be as safe, efficient and environmentally friendly as possible, in line with all legal and other specifications.

Our goal is to achieve "ZERO environmental incidents" and reduce avoidable waste.

**Customers**

Our customers put their trust in our products and services. Our goal is to meet or even exceed their expectations. We continuously improve our internal processes, so that we can do this reliably at all levels for our internal and external customers.

It is important here to ensure that processes are both effective and efficient.

Our goal is to achieve "a reliable quality standard" for products and processes.

**Ethics – Ethical and correct behaviour (ethics and compliance)**

We are committed to ethically and morally correct behaviour, without personal prejudice and in compliance with all laws, regulations and requirements. We actively fight corruption and environmentally damaging behaviour.

We expect all of our employees and business partners to share our commitment.

Managers should act as a good example here.

**A helping hand**

We support the communities in which we are active, focusing our efforts on education and supporting disadvantaged people. Our commitment helps create a better, sustainable future for local communities.

**Managerial responsibility**

- We ensure that this policy is communicated, understood and observed throughout the entire company and in our sales offices.
- We work continuously to improve our effective integrated management system.
- We raise awareness among employees for matters related to quality, safety and the environment.

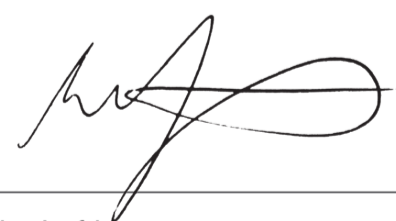
**Employee responsibility**

- We follow the safety rules and company policy, and ensure that we work safely.
- We report dangerous situations immediately to our supervisors.
- We participate and play an active role in health, safety, quality, energy and environmental programmes.

**Further policies of the group:**

Further policies help us follow our sustainability strategy alongside our company policy. These include:

- Group Management Code.
- Group Anti-Bribery and Corruption Policy.
- Compliance with all legal provisions and group regulations for export monitoring and import compliance.
- Group Gifts and Hospitality Policy.
- Group Competition Law Compliance Policy.
- Group Human Rights Policy.
- Group Charitable Donations Policy.
- Supplier Sustainability Code.



Friedhelm Lefting  
 Managing Director GESTRA AG, Bremen