

## VOSS Group Corporate Policy Management Commitment



Dear colleagues,

In the "VOSS Group Corporate Policy", we describe our organization's core values, commitment and actions as management and as employees.

Integral components of the corporate policy are our management systems for quality, environment, energy and occupational safety, as well as the principles of continuous improvement and risk-based thinking.

To ensure that the requirements of the management systems are integrated and lived in the organization's business processes, management promotes the use of a process-oriented approach.

Furthermore, management is committed to empowering and engaging employees to implement the company's policy in their daily decisions and actions.

**Dr. Thomas Röhlig**  
CEO  
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## VOSS Group Corporate Policy

VOSS is a global, independent system partner for smart fluid management solutions. As a medium-sized group under the umbrella of VOSS Holding, VOSS develops, mechanically engineers and produces innovative line and connection systems and modules for the transportation, construction and agricultural industries.

The sole shareholder of VOSS Holding is the Hans Hermann Voss Foundation, which supports numerous projects, facilities and institutions in Wipperfürth and beyond. As the legacy of Hans Hermann Voss, the VOSS Charter defines the four cornerstones of the company: Passion for Technology, Commitment to Customers, Connectedness with People, Responsibility for Society and the Environment. Our commitment to these principles is therefore not only derived from external requirements, but has always been an active part of our corporate culture.

As a common understanding of values, the Corporate Principles form the basis for the fundamental principles governing conduct within the company and also in relation to external partners and the public. By implementing compliance-specific frameworks such as the Code of Ethics, we have clearly defined the rules to make it clear how we perceive our ethical-legal responsibility. Compliance with legal, regulatory and other requirements is not only a binding obligation for us, but also a matter of course and the basis for sustainable business.

As a growing company, it is particularly important for us to use resources carefully. Thanks to innovative technology and a sustainable management system, we have been able to reduce the specific

consumption of resources and emissions worldwide in recent years and are working to continuously improve these values.

Reducing CO<sub>2</sub> emissions is of particular importance to VOSS. We are making our best possible contribution to mitigating climate change so that the continuity of future generations is ensured. We consistently live up to this responsibility by making production at all our plants energy-efficient, reducing energy consumption, and using our product portfolio to help climate-friendly technologies such as electric vehicles and hydrogen technology to succeed. We are committed to green energy and aim to reduce our Scope 1 and Scope 2 CO<sub>2</sub> emissions worldwide by 60 % of the values from 2019 to 2035. The company headquarters has already been operated CO<sub>2</sub>-neutrally since 2022.

Our success is based on our high standards, quality products and commitment to our customers. All VOSS locations follow a “Zero Defect Production” standard and continuous improvement processes to ensure the highest level of customer satisfaction.

The most important building blocks for meeting customer requirements are the high level of commitment and personal responsibility of our employees, which we promote through targeted development programs. In doing so, we see ourselves as a “learning organization” that views the methodical handling of mistakes as an opportunity for improvement through the joint search for solutions.

As an award-winning employer, we rely on a family-like atmosphere and stand up for each other as a strong team. Providing our employees with a healthy and safe work environment is something we all strive to achieve.