

COMPANY POLICY

(Quality-, Safety-, Environmental-, Energy- and Social Policy)

We, the signatory companies of the Neuman-Group, are committed to the following basic principles:

SATISFIED CUSTOMERS

We strive in great length to satisfy our customers' requirements and expectations and provide optimal service. Our ultimate goal is to increase customer satisfaction through our continuous quest for zero error-quality.

MOTIVATED and QUALIFIED EMPLOYEES

We are aware that fault-free products and services can only be realized with qualified and motivated staff considering all the necessary environmental aspects. Another high priority is the ongoing improvement of our quality, safety, and social conscience. Training plans and qualification matrices provide the system for the further development of our employees. We monitor each other in respect to unsafe behavior, regardless of function or position within the company, because the health and safety of our employees is regarded as the foundation for our company. We offer our employees fair and adequate pay and freedom of association.

RESPONSIBLE SUPPLIERS

We strive for a cooperative relationship, and use only suppliers, of which we are sure they conform to our requirements and basic principles. We provide our suppliers with all necessary information, so they can fulfill their tasks and at all times comply with the requirements of our customers. We bring our quality standards and sustainability program to our supplier's attention in order to help foster a forward thinking management style. The responsibility for a sustainable value added chain must be consciously perceived by all stakeholders and contribute to any corresponding action.

ENVIRONMENT, ENERGY, SECURITY and SOCIETY

In the sourcing, manufacture and distribution of our products, we voluntarily abstain from using substances that are polluting or hazardous to health nor any energy-intensive processes, as long as their use is not required for technical, quality or other necessary reasons. Waste will be separated and disposed of through suitable partners. Water is used responsibly, and any wastewater generated is treated according to applicable laws and disposed of properly. Our goal is a continuous reduction of emissions and environmental impact by our actions, but at the same time delivering the same quality of our products. We are committed to comply with applicable laws and regulations. We, and all our subsidiaries, are opposed to any form of corruption, extortion or bribery, discrimination, forced and child labor. We disapprove of any counterparties using those practices and will escalate accordingly. We ensure a safe and fair working environment where human rights, occupational safety and health be met. The prevention of accidents through appropriate measures is the cornerstone of our security concept.

SUSTAINABLE BUSINESS

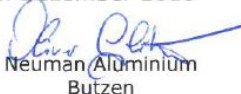
We always strive to deliver quality products with competitive market prices to our customers. During manufacture of our products, we use raw materials, water, energy and synergies together with our suppliers as effectively as possible. Costs are recorded, evaluated and used for management decisions.

CONTINUOUS IMPROVEMENT

We place special attention on continuous improvement of our products, services, processes, and our management system. Errors or deviations are recorded, analyzed, and suitable corrective actions implemented in order to prevent repetition. As a guideline for those improvements, we use the latest scientific findings and state of the art technologies. We set annual goals and support our employees in order to achieve them.

We bring the company policy to all our employees' attention, with the order to fulfill and improve all processes to the best of their knowledge and belief. Each division within the company has set goals to implement the corporate company policy.

Marktl, 12. Dezember 2016


Neuman Aluminium
Butzen


Neuman Aluminium
Strangpressen


Neuman Aluminium
Industries


Neuman Aluminium
Fließpressen


Neuman Aluminium
PWG