



MITEX COMMITMENT TO THE ENVIRONMENT, HEALTH AND SAFETY AND QUALITY

Introduction

MITEX and its employees are committed to continuous improvement, corporate and social responsibility and compliance with the law in all locations where MITEX operates. We strive to fulfil the requirements of our environment and are committed to this goal as a company.

We communicate openly about our key quality, safety, health, energy and environmental goals and urge or require our suppliers to pursue similar goals and commitments.

We share knowledge of best practices, processes and technologies throughout the company and supporting organizations. The principles of our Code of Conduct and Corporate Responsibility guide our daily decisions and actions. Our management system ensures that all legal, tax and social requirements are covered and is based on international standards. We plan and set targets, carry out our business activities in accordance with these systems, maintain them and report on them.

Ecological sustainability

As a future-oriented company with partners all over the world, MITEX recognizes the urgent need for a responsible and sustainable approach to the environment. We are aware that our business practices can have a direct and far-reaching impact on the natural environment. It is therefore of great importance for us to take a leading role in the area of environmental sustainability. Our Environmental Sustainability Policy reflects our commitment to protecting the environment, reducing our environmental footprint and promoting sustainable business practices. It serves as a guide for our actions and a commitment to our employees, customers and society as a whole to preserve the planet for future generations.

Our actions and our products are geared towards sustainability. Every improvement in the service life of our roll coatings makes a lasting contribution to this goal. MITEX is committed to continuously improving its environmental footprint. We have and will always include environmental impact in our decision-making process to enable business operations that meet the requirements of both competitiveness and a fair and just society. Wherever possible, we reduce the amount of waste we produce and explore all recycling options. We promote and use environmentally friendly alternatives for energy generation and process efficiency.

Health and safety

Safety must always be the first and foremost concern in our business activities. Every employee is responsible for taking all necessary measures to ensure his or her personal safety and the safety of all colleagues. We strive for a working environment that prevents all types of accidents and occupational illnesses and promotes the well-being of all and have implemented a management system that pursues this goal. Any suggestion for the prevention of occupational diseases or accidents or other health improvements is to be welcomed and investigated.

Quality

We strive to continuously improve the quality of our products, processes and services and to exceed our customers' expectations. We achieve satisfaction with the highest quality standards through our

MITEX GmbH

Ludenberger Str. 36-40
40699 Erkrath / Germany
Postfach 1352 40673 Erkrath
Tel.: +49 (0) 211 90006-0
Fax: +49 (0) 211 246118

Geschäftsführer:

Georg Heinen
Bastian Heinen
HRB 12662
Amtsgericht Wuppertal



Datenschutzerklärung unter
www.mitex.de/de/Datenschutz

Weitere Informationen:
info@mitex.de
www.mitex.de

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ELASTOMER ROLLER
TECHNOLOGY

experience, expertise and our innovative and unique products, which are tailored to the individual needs of our customers.

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Objectives

MITEX is committed to the following objectives to protect the environment and promote a sustainable future:

Energy efficiency and renewable energy:

- Target of 100% electrified cars in the fleet by the end of 2026.
- Expansion of own renewable energy generation by modernizing roof surfaces and equipping them with photovoltaics. Target of expanding photovoltaics to 90% of economically viable roof areas by the end of 2024.
- Use of 100% LED technologies by the end of 2024.

Conservation of resources

- Reduction of Scope 1 and 2 emissions by 10% by the end of 2026.
- Quantification of total Scope 1-3 emissions by the end of 2025. Based on the result, setting an ambitious target to reduce total emissions by the end of 2030.

Sustainable procurement:

- Continue the sustainable procurement policy in accordance with the MITEX purchasing policy and increase the incentives and requirements for certified sustainable suppliers. Expand quantification system and reporting by the end of 2024.

Biodiversity:

- Protection and promotion of biodiversity close to the company and support for local initiatives.

Employee engagement and education:

- Annual support of local and global charitable projects and offers for employees to participate in these.
- Active involvement of employees in sustainability initiatives and promotion of environmental awareness, e.g. through annual training courses.

These objectives are an integral part of our corporate strategy and reflect our commitment to sustainable business practices. If, in individual cases, the simple wording of the objectives conflicts with sustainable action, sensible decisions are made on a case-by-case basis.

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Strategies and measures

MITEX relies on the following strategies and measures to achieve the overarching goal of reducing greenhouse gas emissions.

Energy efficiency and renewable energies:

- Expansion of the photovoltaic system
- Promotion of the use of bicycles and public transport by employees
- Electrification of company cars
- Introduction of energy management systems to monitor and optimize energy consumption
- Optimization of vulcanization processes to increase energy efficiency
- Drawing up and evaluating investment concepts for potential additional energy savings

Conservation of resources:

- Integration of paperless processes, in particular digital archiving
- Processing of raw, auxiliary and operating materials to reduce waste
- Examination of the material recycling of elastomer waste
- Focus on reusable production equipment to avoid waste
- Modernization concepts

Sustainable procurement:

- Prioritization of sustainable products and services in the purchasing policy
- Cooperation with suppliers who pursue sustainable practices
- Reporting on supplier certification and use of the ecovadis platform to request information from suppliers

Biodiversity:

- Supporting local projects to protect and promote biodiversity
- Integration of green spaces and near-natural elements in open spaces

Employee engagement and education:

- Implementation of workshops on the topic of environmental protection
- Audit of a voluntary charitable project

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