QUALITY, OCCUPATIONAL HEALTH AND SAFETY AND ENVIRONMENT (QHSE) POLICY

Doc ID	PPC-1131
Version:	10
Last Review:	21Dec2021
Date	21 Apr 2016
Last Amendment	21Dec2021
Accountable Manager	Senior Vice President Corporate Responsibility & QHSE
Owner	Manager Certification & Audits
Scope	All companies and employees of GEA Group, companies acting on behalf of GEA
Distribution	GEA Internet, GEA Intranet and emails

GEA is one of the world's largest systems suppliers for the food, beverage and pharmaceutical sectors. The international industrial technology group focuses on machines and plants as well as sophisticated process technology, components and comprehensive services. With more than 18,000 employees, the group generated sales of more than EUR 4.6 billion in the 2020 financial year. A key focus is on making customers' production processes continuously more sustainable and efficient. GEA's plants, processes and components help to significantly reduce CO_2 emissions, for example via the reuse of plastics and food waste in production. In line with its corporate mission statement "engineering for a better world", GEA is thus making a decisive contribution to a sustainable future and is taking a tailored approach to becoming a sustainability industry leader. This includes clearly defined KPIs that help us provide sustainable solutions, act responsibly and become an employer of choice by 2026.

1. SCOPE

This "Quality, Health, Safety and Environment (QHSE) Policy" applies worldwide to all companies and employees of the GEA Group as well as to all companies acting on behalf of GEA. The group (hereinafter referred to as "GEA") includes GEA Group Aktiengesellschaft and all companies that are affiliated with GEA Group Aktiengesellschaft under company law. For suppliers and subcontractors, the "Code of Conduct for Suppliers and Subcontractors" applies in its current version. The QHSE Policy replaces the previous version dated August 26, 2019 and is communicated to the individual sites via the responsible QHSE managers of the divisions and regions.

2. RESPONSIBILITY FOR QUALITY, OCCUPATIONAL HEALTH AND SAFETY AND ENVIRONMENT

We respect and protect the environment, as well as the safety and health of people, whether they are part of GEA's workforce or contracted companies, guests or people from our adjacent communities. We continuously work to improve our processes and systems to meet or exceed legal, regulatory and stakeholder requirements.

"Engineering for a better world": This corporate purpose represents the company's core value proposition. In addition to the responsible design of its own value creation processes, the company contributes to sustainable economic activity and the protection of natural resources, especially for its customers, with efficient products and process solutions. These are the tasks of our QHSE organization:

- Compliance with all legal and industry-specific requirements, applicable regulations and national standards.

- Integration of quality, HSE (Health, Safety and Environment) and sustainability into our business strategy and daily processes through dialogue with business partners and other stakeholders.

- Active involvement of employees in decision-making through collaboration and communication based on mutual trust.

- Continuous measurement, review and improvement of our QHSE systems, performance and impact by assessing our objectives to implement appropriate, sustainable, corrective and preventive actions, and through regular reporting on QHSE management systems.

---

[1] For the sake of simplicity, we use the male designation throughout this document when referring to persons. Of course, this also refers to women and others. Wherever the term "employee" is used in this or other GEA compliance guidelines, this refers to all managers and employees.

- Identifying, analyzing and effectively managing all quality, health, safety and environmental opportunities and risks arising from our business activities (e.g. along our value chain and product life cycles).

- Developing and implementing programmes for economic, environmental and social sustainability.

- Further development of safe and sustainable technologies and processes for the food processing industry and a wide range of other industries.

2.1 Quality

- Continuous improvement of processes aimed at meeting customers' demands and expectations for the products and services.

- Implementation of key performance indicators to determine and continuously monitor the quality level along the entire value chain.

- Promote open and transparent communication with all internal and external stakeholders.

- Analyze, categorize, monitor and evaluate the entire supply chain to ensure compliance with international requirements as well as customer and GEA standards.

2.2 Health Management and Travel Security

- Continuous development and expansion of GEA Care health management to promote the health of our employees and encourage them to adopt a health-conscious lifestyle.

- Provide tools and information to proactively minimize travel risks and support in case of incidents.

2.3 Occupational Safety

- Creating and continuously developing safe and healthy working conditions for all employees, business partners and third parties to prevent occupational accidents and diseases.

- Define and actively pursue measures to prevent incidents and manage emergencies, incidents and impacts appropriately.

2.4 Environmental protection

- Continuous development and expansion of the environmental management system.

- Prevention of environmental accidents and pollution.

- Continuous reduction of energy consumption and CO_2 emissions, water and waste generation at our sites, and simultaneous promotion of water and waste recycling.

- Reduction of the climate footprint caused by GEA activities by implementing the science-based climate targets of the Science Based Target Initiative in line with the 1.5°C global warming potential and the goals of the Paris Agreement.

- Further development of resource-saving products and services and replacement of environmentally harmful and hazardous substances where possible.

- Responsible use of natural resources and requiring that GEA's suppliers and business partners adopt a similar responsible approach.

- Promote sustainable and responsible procurement, including the avoidance of sourcing conflict materials from conflict regions.

3. QHSE MANAGEMENT SYSTEM AND RESPONSIBILITIES

QHSE topics are managed by the global function as well as by the designated QHSE managers of the divisions, regions and associated sites.

The QHSE performance indicators and targets are defined by the global function in consultation with the Executive Board of GEA Group Aktiengesellschaft and broken down, measured and monitored accordingly at division and country organizational level. The individual organizations must plan programs and measures for compliance with the targets, continuously review target achievement and initiate appropriate corrective actions in the event of deviations.

The efficiency of the measures must be checked at least once a year by audits.

In the annual management review, the effectiveness of the certified management systems is checked, documented and discussed with the management. In addition, improvement measures and programs for the further development of the systems are coordinated and defined.

Date	Review and Revision
August 26, 2019	This Policy replaces the QHSE Policy dated 23 July 2018 due to organizational changes as well as changes in the Executive Board.
September 15, 2020	Review without changes.
December 21, 2021	This policy replaces the QHSE policy dated 26 August 2019 due to internal and external stakeholder feedback regarding the topic of environment as well as the integration of further information about responsibilities.