	Management Manual OXEA Group	Version: 02
		Page 1 of 3
	OXEA Policy and Principles	MHB 02-02-00-001

Policy on quality, environmental protection, health and safety at work, as well as process safety

Active quality, environmental and energy management, as well as health and safety at work, and process safety are essential elements of OXEA's policy. The target is to meet a high standard in all areas and processes for all products and services.


Where quality, environmental and energy management, health and safety at work, as well as process safety are concerned, this means all procedures within OXEA. These range from procurement and controlling the materials used, production and production checking, to engineering, marketing, logistics, and disposal.

Quality management goes beyond final error rectification and the principle of consistently avoiding errors takes its place. One important task of quality management is reducing error costs, which leads to an improved result in the end.

Protecting the environment and thus avoiding environmental pollution and dealing with the energy resources available efficiently forms an additional significant component of our corporate policy.

Environmental protection and safety, business success, and socially responsible actions are of the same value to OXEA. Experience and a sense of responsibility are the basis of the actions of all employees.

	Unit/Area	Signed by (name)	Date
Written by	IMS/Auditing	Ulrich Latsch	
Approval and release	Management Board	Dr. Martina Flöel	12.01.2012
<i>A printed document is reference only and not controlled! The current version is stored in the OIS- database.</i>			
File: MHB 02-02-00-001 Policies regarding Q U AS GS			Print date: 27.01.2012

	Management Manual OXEA Group	Version: 02
		Page 2 of 3
	OXEA Policy and Principles	MHB 02-02-00-001

OXEA Principles

OXEA commits itself to the following principles and management practices of

- Code of Conduct (includes: treating all employees fairly, relations with contractual partners, ethics, fighting bribery on the basis of the OECD Directive “Fighting Bribery and Corruption”)
- Responsible Care
- Sustainable Development and
- Corporate Social Responsibility
(This includes health and safety at work, appropriate remuneration, and the prohibition of child labour. OXEA will not begin or continue any cooperation with business partners, who allow the employment of children in their business.)

OXEA continuously improves systems, working procedures and processes to raise the quality of products and services, and to comprehensively meet the requirements of our customers.

By continuously improving energy efficiency and the associated improvement of energy output, we make a decisive contribution to reducing environmental pollution.


OXEA and its employees oblige themselves to comply with recognized principles of hygiene.

We strive continuously to increase the value of our company to the benefit of our employees and our shareholders.

The Management Board of OXEA is responsible for defining, implementing, and designing the principles presented here.

OXEA obliges all employees to comply with statutory provisions and other similar requirements, as well as the OXEA principles.

The implementation of these principles in daily work is the task of both our employees and our contractual partners.

	Management Manual OXEA Group	Version: 02
		Page 3 of 3
	OXEA Policy and Principles	MHB 02-02-00-001

Management System

OXEA has implemented the Integrated Management System (IMS) in order to ensure compliance with all relevant, legal requirements and standards.

- With the Integrated Management System, OXEA supports compliance with the following requirements of national/international standards:
 - DIN EN ISO 9001 und 14001
 - DIN EN 16001/DIN EN ISO 50001
 - DIN ISO/IEC 27001
 - HACCP Concept
 - GMP⁺ B2 (2010)
 - SCC Safety Certificate Contractors
- OXEA considers its emergency management to be an essential component of the IMS. Thus, in the event of an emergency, adverse effects on people and the environment will be avoided or minimized.
- OXEA regularly audits the Integrated Management System in all its organizational units. By doing this, the extent of implementation and efficiency is examined and continuous further development in accordance with requirements is ensured.
- Furthermore, OXEA regularly reviews to what extent statutory, site-wide and internal corporate regulations are complied with.