

company policy

Since 01.01.2021 4 business units on three continents operate under the name: Aalberts surface technologies. This corporate policy applies to the business area „surface treatment“ (hereinafter referred to as Aalberts STE).

Aalberts STE stands for the production and refinement of functional and highly durable surface designs of materials made of various metal alloys. We are a leading company in surface treatment and offer products, technologies and services of the highest quality along the entire value chain worldwide.

The requirements of our customers, interested parties and the applicable legal and official regulations are the basis of our policy.

We pursue an active and open information policy towards employees, authorities, relevant stakeholders and the general public, thus demonstrating transparency in the areas of environmental protection, occupational health and safety as well as plant safety. By passing on information, we are committed to increasing the understanding and commitment of those involved and thus to achieving continuous improvement in our performance in all areas.

The guidelines issued in connection with corporate responsibility are available to all employees and interested parties and can be found on our website at <https://aalberts.com/people-and-culture#code-of-conduct>

All German sites have a certified quality, environmental and energy management system; European sites generally have a quality management system and some have ISO 14001 certification.

We undertake to subject the management systems to regular review and to ensure that they are fulfilled and maintained.

employees and their importance in the company

We assume social responsibility in a company where people are at the centre of our efforts and their human rights are supported and respected regardless of ethical affiliation, religion, gender, age, nationality, disability, sexual orientation and political opinion.

Ideas and creativity are our lead, in which we constantly face up to challenges and implement them consistently and professionally. We are aware of the connections between qualification, motivation and company success, therefore we attach great importance to a high level of education and training of our employees.

The target-oriented cooperation of all employees is the capital of our company.

We are committed to protecting and promoting the health and safety of all employees, customers, visitors and service providers. This health and safety culture guarantees the long-term, sustainable growth of our company.

Compliance with legal and other occupational health and safety requirements is the basis of our occupational health and safety policy. In order to create a healthy working environment, all workplaces are designed to be safe and humane.

The skills of all employees are constantly being developed in their customer and quality-oriented thinking and acting and are promoted through training and further education opportunities.





surface treatment

the importance of customers

Our customers are partners for us and play a decisive role in the success of the company. The customer is at the centre of our efforts to ensure consistent and reliable quality. Customer satisfaction is our primary goal in order to fully meet the demands for quality and quantity at competitive prices. The surface finishes to be carried out must offer clear advantages and benefits for the customer, especially in terms of quality and technical execution with all the risks and opportunities that influence the conformity of our services.

We want to implement the fulfillment of our customers' requirements in our services in a process-safe manner and constantly improve them.

we believe that quality means

- continuous optimization of all business processes with the aim of obtaining only robust and secure processes
- to minimize or avoid all risks related to coating by organisational and safe processes
- assurance of product quality over the entire process chain
- avoidance of errors and consistent elimination of error causes, through effective avoidance measures
- all employees are called upon to further develop the processes within and outside their personal area of responsibility through continuous improvement, thus further raising the quality standard



for us, incident prevention and safety management means:

Preventively identifying sources of danger in order to prevent incidents or limit their effects. Where applicable, the 12th BImSchV is consistently applied in our operating areas.

We pursue the goal of ensuring a high level of protection for human health and the environment in order to take into account the hazards of incidents in the operating area. To this end, we develop conclusive concepts for the prevention of incidents. Our concepts are based on current risk assessments and their implementation is monitored by an appropriate safety management system. In accordance with the hazards, the activities and the complexity of the individual operating organization, the safety management system is designed on the basis of the local requirements of the „branch“. In addition, we improve our technologies, plant techniques and procedures to prevent incidents.



the importance of our suppliers

With our suppliers we maintain long-term and cooperative relationships, which are characterized by high quality, good delivery service and optimal problem solving. We integrate our suppliers into our corporate philosophy and promote the achievement of our requirements.



environment - energy - resources - occupational health and safety means to us

We commit ourselves to avoid all negative effects on the environment and energy and to ensure that all processes and services are carried out in a resource-saving manner. This includes above all the minimization of emissions and hazardous waste, what effects they have on our environment and on occupational health and safety. In terms of energy, this includes savings in the procurement of energy-efficient products and services and the continuous improvement of energy performance.

A sense of responsibility, strategic sustainability goals and sustainable business practices are also an integral part of our business activities. We are aware of our responsibility for the environment, the protection of operating resources and the conservation of energy reserves. Therefore, we develop resource-saving coating processes in cooperation with our customers and suppliers and practice environmental protection as a model function in our industry.

The procurement of new equipment, spare parts, goods and services is carried out under consideration of energy efficiency and environmental aspects.

We comply with all applicable laws and regulations and with all obligations entered into with regard to their qualitative, environmental and energy performance.

We achieve continuous improvement of our performance by regularly carrying out safety inspections, risk assessments, audits and projects. The knowledge gained from these activities forms the basis for us to achieve our goals in the areas of occupational health and safety, environmental protection and energy conservation.

The management of the Aalberts STE group declares this company policy and the principles associated with it as well as its fulfilment to be binding for the entire group, in all organisational units and for all employees. The management undertakes to communicate all relevant information from this policy to employees, customers, suppliers and interested parties. This is done by posting notices in the company and its locations, by means of training courses and by posting on our website.

Kerpen, the 15.06.2021



(Mareike Krüger, managing director)

