

	Quality, health & safety, environmental and energy management policy		Dok. szám <i>Doc. num.</i>	MP02-HUN-003-A001
			Verzió <i>Version</i>	3.0

Motto

"Taking responsibility in a changing world"

Quality

Through a continuous improvement process, constant process optimization and permanent quality monitoring, we ensure a flawless, error-free production process at the Zalaegerszeg production site. All tasks are carried out with the aim of ensuring customer satisfaction with every product. For our customers, we are the partner that stands out from the competition with the high quality of all our products and services. Our quality expectations apply to our suppliers as well as to all departments and employees of Rheinmetall Hungary Zrt.

Quality principles:

- Do not create a deviation
- Do not accept a deviation
- Reporting and rectification of detected deviations
- Learning from deviations and defining improvement measures
- Through internal controls and appropriate measures, we guarantee the best quality and customer satisfaction throughout the organisation's operations

Recognition of performance, responsibility for results and a continuous flow of information are important aspects of our quality standards. All of this serves to permanently safeguard and continuously improve our quality performance.

Health and safety in the workplace

Our Company is aware of its responsibility towards its employees and is committed to a safe, healthy and clean working environment. We ensure occupational health and safety at the workplace, taking into account the applicable national/international regulations at the site. All workplaces are designed in accordance with current legal and generally recognized safety and occupational health guidelines. We are committed to providing our employees with the most pleasant and balanced working environment possible.

Every employee of Rheinmetall Hungary Zrt. is obliged to familiarize him/herself with all relevant safety regulations and to comply with them in his/her work area at all times - in his/her own interest, and also in the interest of the entire company. Our Company undertakes to minimize as far as possible all risks and hazards that could endanger the health and safety of employees and third parties, we aim to prevent injuries and ill health. The Company will maintain and promote the health, performance and satisfaction of its employees through continuous improvement of the working environment, consultation and participation of workers, appropriate measures and a wide range of prevention programs and health-promoting measures.

Safety comes first:

- We fulfil all legal requirements as well as all obligations and commitments that apply to us with the aim of ensuring the long-term well-being of our employees.
- We constantly monitor, analyse and evaluate the hazards and risks for our processes and activities.
- We continuously improve health protection and safety in the workplace.
- We uphold our values of respect, trust and openness in our daily cooperation with one another.

Environment and energy

The detailed description of our organization, processes and responsibilities ensures that the requirements placed on our company in the form of customer specifications, standard requirements and other regulations are implemented in the most environmentally friendly way possible. All this is done with a view to continuous improvement. The orientation of the Company with regard to sustainability and environmental protection issues is continuously developed and maintained in the long term. We strive to conserve resources, protect the environment, including the prevention of pollution, and continuously reduce environmental pressures, so optimisation of operations is always carried out with a simultaneous consideration of reducing energy, water and material consumption. Regular audits create transparency and objectively confirm the high standard.

Environment and energy principles:

- We strive for sustainable and continuous improvement
- We monitor, analyse and evaluate the environmental impacts and risks of our operations, our activities with significant energy use and consumption, and take proactive measures to procure more energy efficient equipment and services
- We fulfil all legal requirements and take into account the demands of the Rheinmetall Group and other interested parties

Corporate social responsibility

We promote and support an open, transparent, direct corporate culture and communication. We recognize that our employees are our greatest assets and support their training and development. We respect our employees regardless of gender, origin, nationality, religion, disability, marital status, sexual orientation or age. The Company is committed to putting corporate integrity into practice and therefore operates an electronic whistleblower system. The purpose of the electronic whistleblower system is to provide an independent platform where whistleblowers can bring information about illegal or suspected illegal acts or omissions and other forms of misconduct to the company's attention, while ensuring their protection.

This policy provides a framework for achieving our objectives with the intention of improving our performance in quality and environmental management, energy management, occupational health and safety in accordance with ISO 9001, ISO 14001, ISO 45001, ISO 50001, NATO AQAP 2110. We continuously review the effectiveness of our systems based on the results of regular assessments. We provide trainings to support our employees' sense of responsibility and their contribution to effective quality, environmental and energy management, health and safety.

We communicate regularly with our customers, employees, authorities and other stakeholders about the organisation's quality, environmental, energy, health and safety and occupational health and safety measures, and the environmental impact of our manufacturing activities and products. We expect our subcontractors and suppliers to comply with our quality, environmental, energy, occupational health and safety, furthermore health principles and standards, which we monitor on an ongoing basis.

Zalaegerszeg, 02.09.2024.

 **RHEINMETALL Hungary Zrt.**

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