

In addition to systematic growth in revenue and earnings, **Sirius-ES** also systematically reflect on how to operate our business on a responsible basis. By voluntarily accepting responsibility for society, **Sirius-ES** combines entrepreneurial success with responsible behaviour. This is our approach towards **Corporate Social Responsibility**.

**Since the creation of Sirius-ES, our first priority has been to avoid and prevent potential risks for our employees as well as to mitigate our impact to the environment.**

- Our Environmental Protection & Safety and Health strategies, processes, objectives are included in our QHSE MS which is certified according to ISO 9001:2015, ISO 14001:2015 und SCC<sup>P</sup> standard.
- The first priority in terms of our responsibilities for our employees is the prevention of health and safety risks.
- We ensure that our QHSE policy, Safety and Health is effectively implemented. The required technical and organizational procedures are regularly checked and continuously improved.
- Our objective is to prevent personal injuries and damage to assets and to minimize impacts on the environment and the effects on climate change.
- We continuously work to further increase our ecological net benefit with our products and solutions on the one hand, and with our efficient processes and production on the other hand.
- We consider the support of our objectives and targets in environmental protection, safety and health as an obligation of every employee.

**As part of the business community, Sirius-ES has a responsibility to respect human rights, labour standards and fair business practices, providing a better environment for business.**

- Forced, bonded or indentured labour or involuntary prison labour is not tolerated. All work is voluntary, and workers shall be free to leave upon reasonable notice.
- Child labour is not tolerated.
- Compensation paid to employees shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits.
- There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, nor is there to be the threat of any such treatment.
- We value and appreciate our employees' diversity. We are convinced that mixed teams and diverse workforce are crucial to securing long-term success. Diversity shall be actively supported.

**As an integral part of Sirius-ES CSR understanding we communicate our policies and expectations to suppliers.**

- We encourage our suppliers to have an QHSE MS, a safety & health management system in place.
- Our suppliers have to comply with all applicable laws and regulations.

**Sirius-ES** recognizes its voluntary responsibility to be a good citizen for the societies which we directly interact with.

We firmly believe that the trust, credibility, and goodwill that we have built in our communities help creating a positive social, working, and business environment.

Reviewed and approved:  
01st September 2025

Alexander Buchner, CEO