

Corporate Policy

HELU KABEL GmbH is an independent enterprise which develops, manufactures, and sells cables, wires, and accessories.

HELU KABEL GmbH pursues a strategy of growth. This is as a result of a business environment with rising expectations from customers, society, and other interested parties. The basis upon which we set our targets is formed through the identification and evaluation of the demands and requirements of these interested parties within the context of the business and market climate, and in conjunction with our business procedures.

The goal is long-term corporate success through the trust and satisfaction of our customers and our interested parties in society.

Through our adaptability and the continuous development of our management system, we are securing the future of the company.

HELU KABEL GmbH therefore places great emphasis on quality, environmental friendliness, climate protection, energy efficiency, occupational safety, and fulfilling legal and regulatory requirements.

It is for these reasons that HELU KABEL GmbH has introduced and implemented an integrated management system for quality, environment, energy, and occupational safety based on the foundations of the following standards:

DIN EN ISO 9001, DIN EN ISO 14001, DIN EN ISO 50001, DIN 45001

It is the obligation of our corporate leadership and of each employee to fulfil these quality, environmental, energy, and occupational safety policies. The requirements of these quality, environmental, energy, and occupational safety policies are expressed in the following thematic fields:

Customers, Society, Interested Parties

Our understanding of market and customer demands, as well as the demands and expectations of the state, society, and other, relevant interested parties, forms the framework for the advantageous development of the company. This includes regulatory and legal requirements. These will be continuously evaluated and checked for relevancy. Their implementation will be planned and monitored.

Management and Employees

Qualified management and employees that work cooperatively as a team and blend high levels of personal responsibility and autonomy with an acute awareness for costs, quality, the environment, energy, and occupational safety are the foundation for the success of HELU KABEL GmbH.

Suppliers

We rely on the cooperative partnership of select suppliers that meet our standards related to quality, environment, energy, and occupational safety.

Quality

We aim to fulfil customer demands through reliable products that meet their requirements, timely deliveries, and excellent service. Targets for quality are based upon the principles of this policy. They will be implemented in the relevant business areas and the attainment of goals will be monitored.

Environment and Climate

We are committed to achieving the further avoidance or minimisation of environmental pollution and harmful emissions, especially in relation to air and water quality, as well as unintentional emissions. In this regard, we strive to utilise all natural resources sparingly. We only utilise hazardous substances where there are no better alternatives, and we handle hazardous substances with care. We minimise and sort waste to facilitate its processing or recycling. We actively work with our suppliers to avoid the use of dangerous substances. Our environmental goals are based upon the principles of this policy. They will be implemented in the relevant business areas and the attainment of goals will be monitored.

Energy

The continued pursuit of greater energy efficiency and reduced consumption is a critical requirement for the sustainability of further growth globally. We are committed to the continuous improvement of our energy management system and energy-related performance. To achieve this, our energy utilisation, consumption, and efficiency will be evaluated. Prospective measures to improve these will be sought after, assessed, prioritised, and, where possible and sensible, realised. Our energy goals are based upon the principles of this policy. They will be implemented in the relevant business areas and the attainment of goals will be monitored.

Occupational Safety

The health and safety of our employees are as important to us as our company's quality, environmental, and energy policies. This also holds true for contract employees, apprentices, and employees of other companies that are intermittently employed by our company. The prevention and continual improvement of operational processes in regard to occupational safety and ensuring the health of our employees can be put into practice with our occupational safety system and thereby improve our competitiveness. Our common goal is to continuously improve the health and safety of our workers ("SGA" management system), achieved through our technical and organisational efforts, so that we:

- can ensure the health of all employees by providing safe working conditions that befit the company and the identified health and safety risks.
- avoid work-related injuries, illnesses, or workplace accidents by eliminating hazards.
- ensure the health and safety of third parties or external suppliers and avoid any kind of personal or property damage.
- comply with all legal and regulatory requirements.

Through sustained collaboration with our employees via consultation and involvement, we want to achieve these goals as well as the continual improvement of our "SGA" management system.

Continual Improvement

We are striving to continuously improve the quality of our products and services, as well as the environmental-friendliness of our operations, our energy-related performance, and occupational safety. To this end, we are constantly searching for suitable means to optimally adapt our processes, the organisation, the work environment, and work equipment to current and future needs.

The legal and regulatory requirements regarding the environment and energy-related precautionary measures have been evaluated and are regularly updated. The parties responsible for the realisation of and compliance with these requirements have been designated.

Our management handbook contains a summarised outline of our integrated management system for quality, the environment, energy, and occupational safety. It refers to our documented guidelines, which are outlined for all employees in our integrated management system for quality, the environment, energy, and occupational safety in the "procedural landscape".

A handwritten signature in blue ink, appearing to be "ML", written over a horizontal line.

Marc Luksch

Hemmingen, 2025-02-13