



Company Guidelines

Environmental

Every business affects its environment, as through use of electricity for the own office or the own contribution to the wear of pasture. It is important for businesses to take the responsibility for the environmental impact which is caused by its own activities (e.g. energy consumption during production, the use of energy in the office, the use of chemicals) as well as the traded products and services (e.g. the affects through product use, such as energy efficiency of electronic products or the challenges of used products like recycling).

As one of the worldwide market leading producers of printed products for the aviation we stick to our responsibility for the people, the environment and the future with our economic actions as well as the operations of our machines and equipment.

That contains:

- | Efficient use of energy and resources
- | Minimizing emissions like noise, smell, dust and waste
- | Use of recovered materials

We are committed to improve our company's environmental protection in consideration of economic aspects. We want to be an environmentally friendly and future-oriented company which maintains voluntary partnership, cooperation and dialogue with everyone involved.

We comply with the applicable laws and regulations and control their compliance. We avoid dangers for people and environment, reduce the environmental impact and save resources through continuous improvement of process and products.

Labor practices and human rights

SECURITY LABEL supports and respects the international human rights and ensures that the company is not involved in human rights violations.

Employees/ working conditions

We offer our employees fair and competitive wages and social benefits. Our wages comply with the local market conditions which ensure an adequate standard of living for our employees and their families. Under comparable conditions we offer same wage for same work. All forms of forced or compulsory labor are strictly prohibited. The access to the qualifications and training is based on the principle of equal opportunities for all employees.

We comply with all applicable laws and agreements on working hours and paid absences. We respect the right to rest and leisure, including paid leave and the right to a family life, including parental leave and comparable provisions. Where it is possible, we try to introduce more flexible working hours and shapes to enable the employees to combine the work in the company with their personal demands.

Harassment and discrimination

Equal treatment of all employees is a fundamental principle of our corporate policy. No one is allowed to be favored or excluded because of his ethnic origin, skin color, nationality, ancestry, creed, caste, gender, age, physical characteristics or appearance, his sexual orientation, union membership, political affiliation, illness or parental status. Any kind of harassment is prohibited. We expect our employees to treat colleagues and other people in a friendly, properly emphasized and fair way.

Child labor

Worldwide, we pursue a clear policy in our business activities which clarifies zero tolerance to child labor. We also do not tolerate child labor in our supply chain.

Health and Safety

Through the implementation of appropriate management systems, we provide consistently high standards of health, safety, environment and quality. The relevant provisions are consistently implemented.

Fair Business practices

As part of our overall business, we adhere to the law. The recognized competition principles are mandatory for us. We respect the rules of a fair and transparent competition. Directors, officers and employees are committed to the core values of integrity and legal compliance.

For our employees, corruption, manipulation, restrictive agreements, illegal employment and all other illegal behaviors are not allowed. We will never put our integrity and reputation in jeopardy through unlawful or unfair business practices. We want to achieve our corporate goals through legitimate and value-oriented action.

Sustainable obtaining

SECURITY LABEL annually buys raw materials, merchandise and services in a large extent. Our procurement management can ensure that all relevant factors are cost-effective, scheduled on time and the right volumes are available. Quality and supply reliability are just as important as the fair partnership with our suppliers and subcontractors.

We rely on a powerful pool of suppliers consisting long-standing and new partners. The obtaining is proceeded under accordance with existing social and environmental standards, labels or certificates which are valid in the respective industry sector as "best practice" to guarantee sustainable production.

The following product-specific policies are applied when shopping:

- | Transparency: supply chains are known
- | Social acceptability
- | Environmental protection
- | Costs: most economic products