



ENVIRONMENTAL, HEALTH AND SAFETY CODE



IMEX Quality Management System

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Foreword

" We are not to conquer the forces of nature, but to adapt ourselves to them "

Bálint Gazda

As a responsible company, we are committed to the principle of sustainable development as the foundation of a successful business vision. Sustainability is not a separate set of goals, but must be integrated into our daily operations and business thinking. A life-cycle approach and the combined consideration of economic interest and environmental-social impact are key elements in our decisions. It is our declared aim to balance social, business, labour and environmental interests. Our company strives to be a role model in spreading good sustainability practices and concepts.

Sopron, April 30, 2025



Gernot Schneider

Managing Director



Pandur Attila

Managing Director



The purpose of the Environmental, Health and Safety Code

Effective health, safety and environmental management and a high level of awareness are focal points in the company's business activities and are becoming increasingly important. At IMEX Filtertechnika there are workplaces and work assignments with different risk assessments up to and including the classification dangerous. Therefore, a corresponding comprehensive and proactive risk management for the consequences of our activities on safety, health and the environment is an important part of our corporate responsibility.

Compliance with the Code

Our code represents the position of our company on aspects that we consider essential and is intended to support employees in making professional decisions. The company-wide provisions of the code represent the minimum requirements for binding compliance. If it is technically justified, further measures and regulations can be introduced in order to carry out special tasks at the company or local level.

Guidelines for the Code

This code was developed to give all employees in the company the necessary support in matters of environmental, health and occupational safety. Avoiding accidents, protecting our colleagues and contractors, and reducing our ecological footprint are the responsibility of all employees. By working with internal and external experts, the environmental and safety awareness at IMEX is continuously strengthened and its improvement promoted.

If the procedure for a particular case is not clear, it is advisable to seek advice

The document will enter into force on April 30, 2025.

Review cycle: annual review, or more frequently if justified

IMEX Filtertechnik Kft Environmental, Health and Safety Code

Environment

The code describes environmental protection as a key corporate objective. Particular emphasis is placed on the responsible and efficient use of energy.

Guidelines

- Being forward-thinking and improving continuously
- Environmentally friendly and energy efficient working practices
- Designing environmentally friendly and energy-optimised processes
- Providing an environmentally oriented service to customers
- Providing comprehensive information to staff and the public on environmental protection and energy use

Measures implemented

- Selective waste collection
- Disposal of hazardous waste and dangerous goods in compliance with the law
- Use of photovoltaics
- Use of modern heating and cooling systems
- Rainwater harvesting and recovery for service water
- Use of electric vehicles in the company fleet
- Use of electric forklifts to prevent noise in the warehouse
- In-house charging stations with solar energy for the E-fleet
- Use of water- and energy-saving electrical appliances
- Promotion of awareness of biodiversity, animal and plant protection through the installation of an organic gardening project at the company site
- Using environmentally friendly cleaning products in our offices
- Training courses on handling chemicals, even though IMEX Filtertechnik itself is not a manufacturing company and no hazardous chemicals are used in the company
- Raising awareness of reducing office printing and purchasing FSC-certified paper and office supplies
- Training and education of all employees on sustainability and corporate responsibility according to ESG criteria
- Determination of the corporate carbon footprint and preparation of voluntary sustainability reporting in accordance with the VSME standard

Health and Safety

A safe workplace is a prerequisite for healthy, motivated and satisfied employees, who contribute significantly to the success of the company and the promotion of its values.

Guidelines

- Reduction of the frequency and impact of accidents.
- Minimising the loss of working time due to accidents and illnesses.
- Minimising health and safety risks brought in by external companies working for our company.
- Ensuring effective protection against existing risks (e.g., training in the handling of chemical/biological substances, ATEX safety, hazardous goods, emergency preparedness, workplace ergonomics, health examinations, etc.)
- Providing the financial resources necessary to maintain and improve a safe and healthy working environment.
- Developing our employees' commitment to safe and healthy working practices.

Measures implemented

- Compliance with and enforcement of laws and standards
- Fixed employment of experts and contact persons (occupational safety, fire protection, ATEX, ergonomics, and health care)
- Elected safety and health representative
- Safety and health assistance 24 hours a day, 7 days a week
- Provision of thematic training several times a year
- Continuous competence development
- Awareness-raising, educational email series titled 'Occupational Safety and Health minutes'
- Annual occupational health check-ups for all employees to ensure that they remain in good health
- Personal protective equipment and clothing tailored to the requirements and tasks, including hearing protection, eye protection, respiratory protection, fall protection, protection against chemical hazards, dust exposure, etc., which can be selected by each employee themselves, because "what is comfortable is twice as safe."
- Continuous maintenance and inspection of tools and machines