



## GENERAL SUSTAINABILITY STRATEGY

**Status: August 2024**

The BERTRAM Group is committed to the principles of economy, ecology, and social responsibility within its own sustainability framework. This includes the following actions, which we, as a family-owned company, consider essential, and whose adherence and development should be promoted by our employees:

1. CO<sub>2</sub>-neutral energy generation and supply through our own photovoltaic (PV) systems
2. Sustainable and CO<sub>2</sub>-neutral heating systems in our facilities
3. Sustainable corporate management to secure jobs, meet deadlines, and ensure quality
4. Sustainable growth with continuous improvement of work processes
5. Attractiveness through a strong employer brand
6. Value-oriented corporate philosophy
7. Compliance with environmental standards and improvement of occupational health and safety
8. Training and development opportunities for personal growth and business success
9. Commitment to the company's location in Germany
10. Promotion of forward-thinking business concepts and strategies
11. Use and establishment of new technologies, such as digitalization, AI, and robotics, to support the workplace
12. Resource-efficient use of materials and proper disposal of hazardous substances
13. Support for public institutions and organizations
14. Kaizen as a principle of continuous improvement and development ("A little bit better every day.")