

**DIRECTIVE**

No. 2015.000012  
Revision No. 6  
Summary This directive is a summary of Sulzer commitment towards Quality, Environment, Safety and Health  
Area Quality, Environment, Safety and Health  
Approved by Suzanne Thoma, CEO; Armand Sohet, CHRO and CSO  
Effective Date 11/1/2022  
Valid for General  
Doc. Name qesh\_policy\_en  
Replaces Directive 2015.000012 rev 5  
Pages 2  
Language English  
Issued by Group Function ESH  
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**QESH Policy****1 Purpose**

This directive is Sulzer's top management commitment to Quality, Environment, Safety and Health (QESH). It describes how QESH contributes to and continuously improves Sulzer sustainability strategy.

**2 Addressees**

All Sulzer legal entities, employees, and organizations under Sulzer's management control worldwide.

**3 Definitions**

ESH: Environment, Safety and Health. This includes occupational and process safety as well as energy.

Process safety: disciplined framework for managing the integrity of operating systems and processes that handle hazardous substances

QESH: Quality, Environment, Safety and Health

Sustainability: development that meets the needs of the present without compromising the ability of future generations to meet their own needs, encompassing three dimensions: environment, social and governance (ESG).

Worker: person who performs work for and under the supervision of Sulzer (i.e.: employees, agency workers, apprentices, contractors, home workers, interns, self-employed persons, sub-contractors, volunteers)

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**4 QESH Commitment**

We commit to:

- Comply with the applicable laws and regulations and Sulzer QESH standards,
- Satisfy our customers' requirements,
- Consult relevant stakeholders and promote workers' participation,
- Protect the environment and communities in which we operate from the impacts of our own operations, products and services,
- Protect workers by providing a safe and healthy work environment aiming at preventing any injury and illness,
- Perform risk assessments using the hierarchy of controls to prevent and minimize pollution, risks and defects and respond to incidents,
- Prevent inefficiency and waste in processes by applying Lean principles,
- Not accept defects by following the right quality behavior «do not accept, do not create and do not forward a defect»
- Be transparent and disclose relevant information to our stakeholders,

To meet our commitments, we provide the relevant resources to achieve our objectives and targets, audit our practices and continuously improve our performance and management systems.

**5 Effective Date**

November 01, 2022

**Signatures:**

Suzanne Thoma  
Chief Executive Officer



Armand Sohet  
Chief HR & Sustainability Officer