

Sulzer QESH Policy (Quality, Environment, Safety and Health)

1. Fundamentals

- The Sulzer QESH Policy forms the basis of Sulzer QESH management's commitment to support Sulzer's efforts to conduct its business activities in compliance with applicable QESH laws and high ethical standards.
- We aim at sustainable development with innovative services for gas turbines creating high lifecycle value for our customers, which also secure a safe and healthy environment for future generations.
- We respect human rights and encourage ethical behavior throughout our organizations.
- Safety first is the basic attitude for all our activities.
- We respect and comply with or exceed applicable legal requirements, as well as industrial norms, Sulzer corporate standards, international standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and internal requirements of Integrated Management System.
- We are committed to design our products in accordance with applicable industry standards and relevant safety, health, and environmental requirements.
- We support a precautionary approach and we apply risk management and risk prevention to sustain a sound business success.
- We aim to prevent inefficiencies and waste of any kind by applying LEAN principles.

2. Customers Partnership

- We know our customers' expectations and strive to satisfy these in the safest and in the most economic and ecologically way.
- We monitor, measure, and utilize customer feedback to understand market needs and trends and to improve customer satisfaction without compromising this QESH policy.

3. Operational Excellence

- Our best practices and lean procedures follow structured processes and are documented in a management system in order to reach and sustain high quality standards.
- We strive to continuously improve our business processes and management system as well as our products and services by measuring, benchmarking, and auditing relevant processes and by applying the "Plan Do Check Act" principle.
- Our management system covers and contains all regulations, directives, definitions, processes, and documents in order to support the training of our employees and the integration of acquired activities.
- We care and are concerned about our environment and are taking preventive measures to minimize the effect of our activities and products on the environment and continually improve environmental management system to enhance environmental performance.
- We provide a safe and healthy work environment to all employees and contractors and take measures to eliminate hazards and reduce risks and to prevent injuries and ill health, and continually improve occupational health and safety management system. We empower all our employees to recognize hazards and take appropriate actions to minimize risks, we consult and involve employees to decision taking concerning management system.

4. Committed People

- All employees must receive adequate training on all relevant QESH topics and the management system.
- Employees are expected to act responsibly in their daily duties and always be in compliance with applicable QESH laws and Sulzer requirements. They are expected to avoid conduct that is or could appear to be a violation of law and to address nonconformities and improvement potentials regarding all QESH related matters.
- All employees have the right and duty to intervene if they notice unsafe behavior or condition. Management supports and encourages intervention.

5. Management and Dialogue

- Our management is leading by example and continually encourages healthy, safe, environmental friendly, and quality conscious behavior.
- Our management regularly reviews the management system, the performance of the processes, the goal achievement, and the setting of QESH targets.
- We continually strive for good relationships and open communication in all safety, health, and environmental aspects relevant to the neighbors in our communities and other interested parties.

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Oleg Shevchenko
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