



SCHAEFFLER

Policy Statement “EnEHS”

Energy, environment, health and safety (EnEHS) are firmly anchored in the Schaeffler Group’s values and principles as well as in its ESG strategy and contribute to the company’s success. By means of its dependable actions, Schaeffler assumes responsibility toward employees, fellow human beings, future generations and the environment.

Energy, environmental protection, health and occupational safety management system

Schaeffler is committed to complying with all legal regulations and mandatory standards regarding energy, environmental protection, health and occupational safety, and to following self-defined guidelines that go beyond these regulatory requirements. These guidelines serve to maintain and continuously improve the EnEHS management system, take into account risks and opportunities as well as scientific findings and are regularly reviewed both internally and externally. Therefore, Schaeffler provides the personnel and financial resources and creates the framework which is needed to define and pursue the strategic and operational EnEHS targets.

Energy efficiency and preservation of resources

Schaeffler has set climate protection targets with the aim of achieving 100% renewable energy and significant reductions in greenhouse gas emissions. To achieve these targets, Schaeffler takes consistent global action. These actions include the commitment to manufacture products using the most energy-efficient and climate-friendly processes possible, as well as reducing energy consumption. Schaeffler considers the entire lifecycle and places great importance on energy-efficient products and services when planning, purchasing, operating, and maintaining buildings, machines, and equipment.

Environmental protection in practice

In all its activities, Schaeffler takes a proactive approach to avoid harmful environmental impacts in order to preserve water, air, and soil quality. The company makes every effort to reduce waste, wastewater and other emissions. Efficient use of materials and resources is made in the manufacture of products and, wherever possible, the entire life cycle is taken into account.

Schaeffler commits to be a responsible steward of water resources by understanding, measuring and controlling its direct impacts and dependencies. This includes preventive measures about minimizing water withdrawal, consumption, discharge, and pollution of water and

soil (including hazardous substances). Further measures include the conservation of freshwater ecosystems by proper treatment and the acknowledgment to regional vulnerability across all its global operation. Furthermore, Schaeffler promotes biodiversity and pays attention to the environmentally responsible use of chemicals.

Health and safety in practice

Schaeffler is convinced that all occupational accidents and illnesses are avoidable. By acting in a safety- and health-conscious manner, both employees and supervisors support the continuous improvement in health and safety. Schaeffler gives equal priority to the protection of our employees and contractors. When designing safe, healthy and ergonomic workplaces and work processes, Schaeffler focus in particular on prevention. Potentially harmful influences on human physical and mental health are identified and reduced to a minimum in order to avoid possible damaging effects to health. Schaeffler provides access to safe drinking Water, Sanitation, and Hygiene (WaSH) at the workplace at an appropriate level for all employees.

Hazard prevention and emergency management

Schaeffler relies on comprehensive preventive and reactive measures to protect employees, visitors, external companies, local residents, and the environment. These include incident, accident and emergency management as well as fire protection. A comprehensive risk management system has been established at all sites to offer protection against force majeure and other hazards.

Transparency and communication

Through an open exchange with employees and training opportunities, the company promotes awareness, competence, and culture in terms of EnEHS. Schaeffler commits to maintaining an intensive dialog based on trust with all relevant stakeholders with the aim of capacity building. All persons working for Schaeffler are obliged to follow these EnEHS standards and to actively participate. The Executive Board is committed to this EnEHS Policy.

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