
Corporate Social Responsibility Policy Statement

Invetech is committed to sustainable and responsible practices in providing innovative high-quality products and services for our customers. We are working with our customers, employees, suppliers and communities to achieve this. We want a better workplace for our employees, better communities for our families and a better planet for us all.

Invetech's approach in achieving this includes 5 areas of focus carried out through our policies, services and activities beyond our business:

- **Operating with principle**
 - Business ethics and compliance to regulations and standards
- **Empowering inclusive and diverse teams**
 - Advancing a culture of inclusion and diversity
 - Talent acquisition, retention and development
- **Investing in our communities**
 - Positive impact in our communities through engagement and support
- **Protecting the Planet**
 - Continuous improvement in managing water and energy usage
 - Responsible waste management/minimization
- **Working and sourcing responsibly**
 - Employee safety, health and well-being
 - Responsible supply chain and procurement

Andreas Knaack
President

19 June 2024
