

# Quality, Environmental, Compliance, Safety & Health policy (IMS Policy)

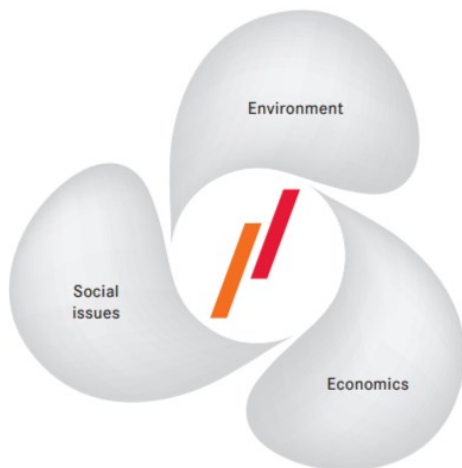
Group Policy

EN

As a leading railway technology company, the Rhomberg Sersa Rail Group stands for long-term and sustainable thinking and action in the areas of railway construction, equipment and service - and with success. As a family business, we can look back on a long tradition with high values for ourselves and our environment.

Our [mission statement](#) and our corporate values (Big 6) provide an overview of who we are and where we come from, how we act and what benefits we want to create with our activities. They show our understanding of topics such as corporate sustainability, making a profit and taking responsibility for society and the environment. For us, economy and ecology are not a contradiction in terms, but rather form the basis for sustainable value creation.

Our employees are our most valuable asset. We invest in their training, offer development opportunities and promote a positive working environment. The aim is to strengthen their skills and support their professional development. We are committed to fair pay. Our employees receive appropriate salaries based on performance, experience and market standards. We strive for transparency and fairness in salaries.



For us, sustainability is summarized by the three elements 'environmental performance', 'social performance' and 'economic performance'.

In this way, we comprehensively reflect sustainability in our integrated management system, with which we put the goal of continuous improvement into practice.

## Quality management (ISO 9001)

When developing and expanding infrastructure, it is not always easy to provide concrete proof of the quality of individual products. Our quality management system in accordance with ISO 9001 helps us to structure our company's procedures and processes, constantly rethink them and thus guarantee the consistent quality of our projects.

In doing so, we aim to generate a reasonable profit that allows us to secure our existence in the long term and enable the long-term, independent further development of the company. We realise holistic solutions that are geared towards achieving the optimum balance between the requirements of customers, the market, society and employees. Our services and products offer our customers a high level of benefit at a reasonable price. In all our business relationships, we maintain a balanced partnership to ensure lasting and solid relationships. Our corporate culture and management style give our employees the time and space to develop creative and innovative solutions.

## Environmental management (ISO 14001)

Large quantities of raw materials and energy are used in the construction and expansion of infrastructure. With the introduction of the environmental management system in accordance with ISO 14001, we have made recognizing and implementing environmental protection potential an integral part of our corporate culture. Our environmental performance is continuously improved through our environmental program. We improve our environmental performance by reducing the following aspects: Greenhouse gas emissions, air pollution, energy consumption, water consumption and pollution, negative impacts at local level and biodiversity loss. We also optimize the use of resources and material cycles. We strive to avoid waste and reduce our material consumption. The further focus is on closing material cycles. The entire Rhomberg Sersa Rail Group is focusing on these goals in particular and are the drivers of our #railtozero vision.



### 0% Emissionen. 100% Mobilität

Mit Hilfe der RSRG Klimastrategie wollen wir Netto-Null bis 2050 erreichen. Dafür verfolgen alle Unternehmen unter dem Dach der Rhomberg Sersa Rail Group denselben Ansatz, gegossen in einen Plan-Do-Check-Act-Zyklus. Nach dem Motto: „Alle Jahre wieder: Messen – Reduzieren – Kommunizieren und Motivieren“.



### 0% Abfall. 100% Wertstoffe

Wir denken und handeln im Sinne der Kreislaufwirtschaft. Dafür setzen wir den Ansatz der 5-stufigen Abfallpyramide um.



### 0% Umweltverschmutzung. 100% Umweltschutz

Mittels unseres zertifizierten Umweltmanagementsystems fordern und fördern wir den Umweltschutz und Umweltbewusstsein im Unternehmen.

We are clearly committed to the goals of the Science Based Targets Initiative (SBTi). We also aim to increase the use of practical alternative and green products by our customers.

## **Compliance management (ISO 37301)**

Our compliance management system in accordance with ISO 37301 helps us to identify and manage compliance risks. The system supports us in living compliance within the company to strengthen our competitiveness and minimize our liability risk. We ensure compliance with laws and regulations through clear structures and regular training. Transparent documentation and continuous improvement are an integral part of our system.

The compliance policy ([DE](#) / [EN](#) / [IT](#) / [FR](#)) and whistleblowing policy ([DE](#) / [EN](#)) is our ethical and legal guide and contains the basic rules for fair, open and honest behavior within the Rhombberg Sersa Rail Group and towards our business partners, customers and competitors.

We speak out against corruption, bribery, cartelization and unfair competition. We also apply these standards to our customers and suppliers. We reject any form of forced labor or child labor and only work with suppliers who also adhere to these principles.

## **Safety & Health Management (ISO 45001)**

We are aware of our responsibility for the health and safety of our employees, contractual partners and customers. We demand that our contractual partners also attach great importance to occupational safety. Preventive measures such as the Substitution of hazardous substances, use of personal protective equipment, ergonomic workplace design, awareness-raising and training are very important to us. We ensure health-promoting working conditions and thus strengthen the fitness and well-being of our employees and our clients. Every employee should feel responsible for their own health and safety as well as that of the people in their immediate working environment.

In addition, an appreciative and open corporate culture is very important to us and we want to convey these values to the outside world. Our company is committed to respecting human dignity in all areas of business. We respect fundamental human rights, regardless of gender, race, religion, sexual orientation or social status.

## **Implementation & Scope of application**

This IMS policy is communicated and implemented by the management and all RSRG executives. The RSRG SHEQ team supports the implementation. Further information about implementation & scope of application of this IMS-Policy is available in our RSRG IMS-Handbook.