



Rheinhold & Mahla

Since 1887

HSEQ Guidelines

R&M Group
As of August 2025

Experts for ship interior.

1. Function and Objective of HSEQ Guidelines	2
2. Scope of the Guideline	2
3. HSEQ Organization	2
4. Health	2
5. Work Safety	3
6. Environment	3
7. Quality	3

1. Function and Objective of HSEQ Guidelines

The HSEQ guidelines have been incorporated into the corporate strategy of Rheinhold & Mahla GmbH. The fundamental principles of lawful and ethical conduct are laid down in the R&M Code of Conduct, which forms an essential component of the R&M HSEQ system.

At R&M, the term HSEQ refers to compliance with the internal requirements of the Code of Conduct and subordinate guidelines, as well as the associated legal regulations. This HSEQ guideline integrates the existing regulations and Code of Conduct at R&M into a consistent HSEQ system.

2. Scope of the Guideline

The scope of this policy extends to Rheinhold & Mahla GmbH and all companies in Germany and abroad that are directly or indirectly majority-owned.

The companies covered by the scope of the directive shall ensure that this HSEQ directive is legally effective and implemented in accordance with the regulations applicable to them.

This guideline is binding for all employees of the R&M companies covered by it.

3. HSEQ Organization

The HSEQ manager of the national R&M unit is responsible for maintaining and further developing the HSEQ system and for its implementation in the respective company of the R&M Group. In this capacity, the HSEQ managers report directly to the HSEQ Corporate Manager and the Compliance Officer of Rheinhold & Mahla GmbH.

A regular reporting system for all HSEQ managers to the HSEQ Corporate Manager has been established and is mandatory.

The companies of the R&M Group regard HSEQ as a management task and ensure its consistent implementation.

4. Health

Qualified, motivated, and above all healthy employees are the most important factor for the future growth of our company.

- We promote and demand compliance with legal health guidelines at all our locations.
- We all bear responsibility for systematically identifying potential health hazards in the workplace and eliminating identified health hazards with the utmost care.
- We take precautions to provide and maintain a working environment for our employees that is as safe as possible and free of health risks when performing their work.
- We cannot prevent employees from falling ill, but part of our responsibility is to create an appropriate environment, where necessary, to enable employees to perform their duties when they return to work after an illness.

5. Work safety

Our principle is "Safety first."

We follow the relevant laws and regulations as well as industry-specific and internal safety requirements when preparing workplaces, workstations, and work processes.

We comply with applicable work safety laws and the work safety guidelines specified by our clients.

We give out instructions and conduct regular training courses as well as seminars to all levels of our workforce. This creates a high level of safety awareness and ensures the effective implementation of compliance with work safety rules.

We have implemented mechanisms for regular inspections and hazard assessments, risk assessments, and active preventive measures, as well as corrective and preventive measures, which are continuously monitored and improved by our employees responsible for occupational safety.

Consistent compliance with safety regulations by all employees and the responsibility of each individual are an important part of our safety culture.

Accidents can only be prevented if all our employees are repeatedly made aware of work safety issues, because we are convinced that accidents are avoidable: **"Zero is possible."**

6. Environment

We use every opportunity to save energy and raw materials, and to avoid, reduce, or recycle pollutants, noise emissions, and waste.

We take great care to continuously reduce the impact of our actions on the environment and to preserve the natural habitat for future generations.

7. Quality

We use a process-oriented management system in accordance with the international standard DIN EN ISO 9001, Quality Management System, worldwide.

We ensure at all times that all workflows and procedures for quality assurance are planned, implemented, documented, and monitored in a way that is both results- and customer-oriented.

We are all responsible for the quality of our work, because quality cannot be delegated.

We provide state-of-the-art technologies and special support for the use of new technologies as a means of change and sustainable progress.

We want to meet our customers' requirements with reliable products, on-time delivery, and dependable support, thereby maintaining and increasing customer satisfaction on an ongoing basis.

We strive for a competent partnership with our customers in accordance with our management guidelines.

We engage in national, international, and cross-functional exchange that enables us to derive best practice approaches, which we then pass on to our employees in regular training courses and workshops.

We are determined to achieve our set goals efficiently, continuously improve our services and products, and successfully and sustainably develop our company.

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[* Although the masculine form has been used in the text for reasons of readability, the information refers to members of all genders.]