

Neumann & Müller Veranstaltungstechnik

Corporate Policy

Version 14.0 / Dated: 03.03.2025

Philosophy

As one of the event sector's leading service providers, we help our customers to implement their communications ideas by providing first-class technical solutions. Our employees' wealth of knowledge and highly motivated commitment are key factors in our ability to support our clients at the highest level and impress them with our services. We aim to be the best in our sector.

We are convinced that we can only succeed together – in our teams, with partner companies and with our clients. That's why we want to attract extremely talented people to Neumann & Müller Veranstaltungstechnik (N&M) who are equipped with outstanding expertise and are willing to embrace our corporate culture. This is characterised by team spirit, responsibility, honesty, fairness, trust and reliability in our relations with one another. N&M practices social responsibility for its employees and their families, deploying models and solutions that help them achieve a good balance between family and profession. In this respect, we have committed ourselves to a Code of Conduct that sets out these and other aspects in greater detail.

N&M's financial stability is one of the key elements guaranteeing that both internal and external partnerships work successfully. Good financial results, profitable growth and permanently increasing value secure our future. This depends on a number of different factors, one of these being a firm focus on quality and our clients, to whom we provide tailored services, technical equipment and processes. Further factors include efficient environmental protection and resource conservation, occupational health and safety for our employees and compliance with all aspects relating to data privacy, which enables us to protect personal rights and maintain the security of our IT systems.

Our Corporate Policy puts this commitment into words and provides a mandatory basis for how we expect all our employees to act. It calls on each of us to be proactive and take on responsibility with regard to:

- maintaining and improving the quality of our services and implementation
- occupational health and safety
- environmental protection
- information security

At the same time, our Corporate Policy is the basis for implementing an integrated management system (IMS) and provides a framework for continuing to develop our corporate goals in terms of quality, occupational health and safety (OHS), environmental protection as well as data and IT security (ISMS). Planning and implementation of our IMS are based on a holistic view and consistent process orientation. This is the responsibility

of our specialist teams in the respective units, which are made up of highly qualified staff with a wide range of knowledge.

Occupational health & safety

We are very aware of our responsibility for the health of our staff. Occupational safety and health promotion are embedded in our internal processes. We make sure our staff work in a safe and healthy environment – giving due consideration to statutory requirements – and that they take a preventive approach to work-related injuries and illnesses. We are committed to eliminating hazards and minimising risks. Our measures are based on the active participation of our employees, who we support with a range of different programmes to help them take a mindful approach to their mental and physical health. An OHS management system provides the basis for setting goals in occupational health and safety as well as for our efforts to achieve constant improvements in this area.

Environmental protection & resource conservation

We are committed to protecting the environment and promoting awareness in our use of natural resources. We monitor the impact of our actions on the environment – especially regarding our use of energy, water and operating and auxiliary materials – and aim to reduce our emissions to a minimum. We continuously work to heighten the awareness of staff, suppliers and partner companies in terms of avoiding environmental impact. We are committed to conforming with the environmental regulations that apply to our operations. N&M's environmental management system assesses the efficiency of our measures and helps us achieve constant improvement in our environmental performance.

Data privacy & information security

We set great store by sensitivity in the handling of information and protection of people's private sphere as well as by transparency in terms of the purpose and consequences of data collection and storage. We conform with the wide-ranging requirements concerning data protection and IT security and have established corresponding measures in line with statutory regulations. We use security technology to protect our company, IT systems and information from potential threats and risks. Our staff and business partners know how information is handled at N&M in line with the requirements of ISO/IEC 27001 and TISAX 6.0 and that implementation is supported by technical security measures. To ensure compliance with the provisions of the General Data Protection Regulation, we have established a corresponding commitment in our data protection management system.

Continuous improvement & goals

Our management systems enable us to continuously assess and improve our efforts in the fields of environmental protection, occupational health and safety as well as in the protection of our information and data. Together with our business partners, we as employees aim to comply with technical, social and ecological standards in all areas in which we are able to exert an influence. This creates a basis for N&M's continuous and positive development in terms of



NEUMANN & MÜLLER
EVENT TECHNOLOGY

sustainable business operations. We are committed to constantly examining our own activities to ensure they comply with environmental requirements, thus allowing us to continue giving people the chance to enjoy working in an attractive environment.