

ESG Strategy

Environmental Social Governance (ESG) is an **integral part of the sustainable corporate management and strategy of XL Precision Technologies**. ESG stands for sustainable entrepreneurship, being aware and living up to its responsibility for the environmental, social and governance.

Our mission is a future of sustainable success with the help of our ESG strategy. An ESG analysis has been carried out to identify the most important ESG factors. This defines the **parameters which help us establishing a successful and sustainable organisation in the medium and long term**.

We regularly seek other relevant ESG topics to **continuously develop our sustainability strategy**.



Overview

- Environmental Social Governance (ESG) is an integral part of sustainable corporate management and corporate strategy at XL Precision Technologies. We aim for sustainable entrepreneurship that is aware of its responsibility for
 - the environment (Environmental),
 - social issues (Social)
 - corporate management (Governance)
- We aim for sustainable success with the help of our ESG strategy.
- With the creation and maintenance of this policy we ensure clear communication with, and seek feedback from, all our stakeholders – primarily employees, community, customers and suppliers.

The ten principles of the UN Global Compact

A fundamental part of the sustainability orientation of XL Precision Technologies is compliance with the UN Global Compact framework, the world's largest sustainability initiative for companies. The Global Compact calls on companies to ensure their strategies and business activities are based on globally valid human rights principles, labour rights, environmental sustainability and anti-corruption initiatives.

XL Precision Technologies believes that business success is only possible if we act responsibly and sustainably.

Therefore, we are guided by the UN Global Compact framework.

1. Companies should protect, support and respect internationally proclaimed human rights;
2. Ensure that you are not complicit in human rights violations;
3. Companies should respect freedom of association and effective recognition of the right to collective bargaining;
4. Elimination of all forms of forced and compulsory labour;
5. Effective elimination of child labor
6. Elimination of discrimination in employment and occupation.
7. Companies should take a precautionary approach to dealing with support of environmental issues;
8. Take initiatives to create a greater sense of responsibility to promote the environment
9. Promote the development and dissemination of environmentally friendly products, technologies and environment
10. Companies should oppose all forms of corruption, including blackmail and bribery.

Environmental

The sustainable use and conservation of resources is important to us and is a crucial element of our corporate strategy because we are aware that long-term success can only be achieved through sustainable use and conservation of resources.

Resource efficiency

The continuous development of our resource efficiency is essential for success and the sustainable future of XL Precision Technologies. Resource usage and efficient, resource-saving economic activity is of crucial importance for successful environmental protection. We strive for process optimisation to save resources and use them more efficiently with the ultimate goal of a circular economy. All employees are obliged to minimize the use of resources and the impact on the environment.

Waste & Packaging

The company pursues the goal that the creation of waste and packaging should be avoided or at least minimized. We work with local recycling companies to ensure the best possible use of the waste that arises, to minimise residual recyclables by feeding them into the recycling process.

Energy efficiency & greenhouse gas emissions

Another central ESG focus is fundamental energy efficiency, a reduction in greenhouse gas emissions (mitigation) and adaptation to the existing and coming impacts of climate change, derived from the main environmental objectives of UK taxonomy (“climate protection” and “adaptation to climate change”).

XL Precision Technologies actively strives to limit global warming and supports the achievement of the goals of the Paris Climate Agreement. We follow the principle of “avoiding greenhouse gas emissions” – “reduce” before “compensate”.

The pursuit of more environmentally friendly mobility and reducing energy consumption will contribute to limiting global warming. The company leads measures to reduce greenhouse gas emissions in building technology and in the transport of goods, and strives for sustainable employee mobility, reduction in flights and the use of public transport.

Social

Social and community responsibility is an essential part of the corporate philosophy for XL Precision Technologies, both in terms of employees and a positive social and societal impact beyond the boundaries of the company.

XL Precision Technologies must strive to meet the needs of society and stakeholders, understand and respond to them. This is also crucial from a business perspective to be future-oriented and achieve long-term success.

Occupational safety

The safe working conditions of employees is one of the central success factors of our company and therefore must be guaranteed and further developed at all times. XL Precision Technologies is intensively involved in ensuring the continuous improvement of the health of employees and maintaining a non-discriminatory working environment.

Safety and occupational safety, is everyone's responsibility.

All employees are obliged to maintain personal protection and safety measures and only perform tasks for which they are authorized and trained.

Employer attractiveness

The expectations and demands of employees on employers and thus also employer attractiveness, have become crucial in recent years. Needs and wishes such as flexible working time models, work-life balance, employee satisfaction and opportunities for personal development are continually becoming more important.

At XL Precision Technologies we offer potential young talent a wide range of flexible working models, further development opportunities and an appreciative approach to corporate culture. We also closely involve employees in decision-making processes and attach great importance to clear and informative corporate communication. Especially as a company operating in a high-tech environment, in a market that is characterized by a shortage of skilled workers, such measures are beneficial and crucial for success.

Product safety & quality

XL Precision Technologies has a focus on the sectors of medical devices and the highest product safety, patient and user safety through performance quality. The company therefore employs a suitable quality management system and processes ensure that product quality and product safety meet the applicable regulatory requirements. We are certified accordingly to ISO 13485:2016

Governance

We strive to raise awareness among employees, as part of the induction process, in the subject areas of “supply chains”, “Cyber Security & Data Protection”, and “Quality Standards & Certifications”.

Supply chains

The ESG focus also extends to the supply chain. XL Precision Technologies expects from its suppliers that all applicable environmental, health and safety regulations are met. In addition, we propose that everyone follows applicable national and international trade laws, and that regulatory requirements are adhered to, in particular the rules of antitrust law, trade controls and sanctions regulations.

Cyber Security & Data Protection

Cyber is one of the key governance topics of XL Precision Technologies.

We have implemented separate policies on IT, cyber-security and data protection.

Fair business relationships

We support fair business relationships, the international fight against corruption and money laundering. Our employees do not accept, offer or receive gifts, payments, Invitations or services that can be assumed to be business-related transactions beyond the scope of normal business entertainment or that are prohibited by law. (see separate policy)

XL Precision Technologies does not engage in political lobbying or political influence.

Quality standards & certifications

Our Quality Management System follows ISO 13485-2016

Through external audits and ongoing internal audits, we aim for improvement in our quality management processes to ensure that all prescribed quality standards and certifications are effectively applied and the measures to ensure quality standards are further developed.