

## INK PEOPLE WHO CARE!

hubergroup has been a family business for over 250 years. With the quality, service, state-of-the-art research and production facilities we are one of the world's leading suppliers of an innovative product range of printing inks, printing varnishes, dampening solution additives and printing auxiliaries.

We do not want to be only a supplier: we want to be the best partner for our customers. We support them with commitment and competence and deliver the printing solutions of tomorrow with our ideas of today. We focus on continuous improvement with resource- and energy-saving processes, to create products that fulfil the relevant requirements and fit to the new market challenges. We use the changes of the printing industry as an opportunity to secure the long-term existence and expansion of our family business.



### Quality in thinking and acting

Under quality, we do not only mean the pure product quality, but the entire appearance of our services in the respective markets. We apply this thinking not only in the development, application technology, customer service and production, but also over the optimization of all our business processes.

Keeping the quality guidelines is the measure of our activities in the hubergroup. Our employees are aware of this and through the daily processes they add their contribution to the value of our products and services.



### Environment and energy

We know that our activities can affect the environment. Therefore, it is our duty to work with the most efficient processes within the frames of the economic and technical possibilities to reduce our impact and also to use less energy.

We consider the entire lifecycle of our products, we evaluate and control our manufacturing and logistics activities. This means the minimization of energy-, water- and resource-consumption, emissions and by-products as well as keeping the waste hierarchy as a priority: prevent, reuse, recycle, recover.



### We take responsibility for our employees

The Management is aware of its responsibility for the safety and the health of all employees. Occupational health and safety are personal obligations and we are committed to support and improve them. Everyone takes part of designing, conducting and maintaining the processes to give the maximum safety.

The workplaces are equipped with the latest technologies of occupational health and safety to eliminate hazards, ensure the maximum safety for our employees and for the people working in our sites, as well as to minimize the risk and the number of work-related injury and work relevant illness.

All managers and employees are obliged to participate in the necessary knowledge transfer within the whole organization.

We cooperate openly with the responsible authorities and the accident and property insurance companies.



### Hygiene

The aim of our hygiene system is to avoid any form of physical, chemical and microbiological contamination in our products. We achieve comprehensive consumer protection through safe and legally compliant products.

In order to make transparent how we support the fulfilment of the relevant regulatory, industrial and market requirements, we have defined our own hubergroup GMP Framework.

This Good Manufacturing Practice lays down high demands for all the activities that ensure the safety of our food contact material inks.



### Our employees are our top performers

Our goal is to promote and develop the potential and the competence of our employees. We are committed for an organizational and corporate culture that is shaped and further developed by all employees on their own responsibility. This understanding and awareness, as well as the mindset of all employees to quality, environment, energy efficiency, occupational health and safety, are prerequisites for the satisfaction of our customers and the careful use of resources. They ensure the long lasting success of our company.

Communication down to each work groups creates an efficient and cooperative work environment.



## Interested parties

We want good relationship with our interested parties, therefore we maintain an open information policy: if required we inform our neighbours, customers, suppliers and the responsible authorities about all the important factors of our environmental performance.

We inform our employees, affiliated companies, suppliers and service providers about our integrated management policy.

We strive to meet the requirements of our customers. In order to achieve this, we consciously select our suppliers according to certain performance, environmental and energy criteria.



## Compliance

As a measure to fulfil the directives, regulations, the requirements of interested parties and our company guidelines, compliance is a central element of our corporate culture.

We are committed to actively identify and comply with the applicable legal regulations, customer and further requirements. We have analyzed the context of our company and defined the demands of our integrated management system. This guides us to fulfill our company goals.

The activities of our management system are based on the ISO 9001, ISO 14001, OHSAS 18001 standards and on the requirements of HACCP.



## Risks and opportunities

Our policy and strategy is based on long-term goals. Besides ensuring economic earning power, it also considers the needs of further interest groups. By this reason, we strive for an open approach to risk: early detection, assessment and the prevention of risks as well as the communication about the possible risks is the part of our processes and our mindset.

Company activities can never be divided from risks and opportunities; therefore, we do not want to ignore any risk and do not want to miss any opportunity.



## Continuous improvement

With continuous improvement processes and supporting actions, we increase the quality and safety of our products, we improve the occupational health and safety as well as our environmental performance and energy efficiency.

Well-known, independent institutions regularly check the effectiveness of our activities and the adequacy of our processes.

For the maintenance of the integrated management system, we provide the human and financial resources and commit ourselves to ensure that the management system can also extend its intended effects and that we can reach our objectives.

Kirchheim

11.11.2020

Place

Date



Thomas Kleps



Dirk Aulbert

Managing directors