



QM-POL-01 · SIGNED BY MANAGEMENT

COMPANY POLICY

Quality, safety, fair work, environment and climate, integrity, sustainable procurement: what we commit to.

APPLIES TO

SKATechnologie GmbH

VERSION

2.0 · approved 25.09.2026

REVIEW

annually

DOCUMENT QM-POL-01	VERSION 2.0	STATUS FREIGEgeben
OWNER Geschäftsführung	APPROVAL Geschäftsführung	VALID FROM 01.09.2026 (rückwirkend)
NEXT REVIEW 09/2027	ISO 9001:2015 5.1, 5.2	ECOVADIS / VSME Richtlinie für alle vier EcoVadis-Themen; VSME B2, C2
REPLACES QM_Unternehmenspolitik_QP_2 021 5.2.docx; QM_Qualitätspolitik.doc (AA, 08.08.2020); QM_Verantwortung der Leitung.doc (AA, 08.08.2020)		

» OUR AIM

Our services delight customers and improve the performance of their plants

We keep our customers' production running: reliably, safely and verifiably. That only works with people who work in good health, are treated fairly and know what they are doing, with partners who share the same principles, and with respect for the environment and climate.

This policy applies to everyone who works for SKA. It is the framework for our objectives (QM-PLA-02 Ziele und Kennzahlen) and is made concrete in the code of conduct and the supplier code. We commit to meeting the applicable requirements of our customers, the law and our own principles, and to continually improving our management system.

» QUALITY AND CUSTOMERS

Reliability you can touch

- We identify, understand and consistently meet our customers' requirements, including their site, hygiene and safety rules.
- We are manufacturer-independent and recommend what is right for the plant.
- Every service is checked and documented before we hand it over.

- Complaints are an occasion to improve; we find the cause and remove it.

» OCCUPATIONAL SAFETY AND HEALTH

Everyone goes home healthy

- Our goal is zero work accidents. We assess the hazards of every activity, brief before each job and provide protective equipment.
- Anyone who sees a danger may and must stop the work.
- Accidents and near misses are reported and analysed.

» WORKING CONDITIONS AND HUMAN RIGHTS

Fair, predictable work

- We respect human rights under the UN Guiding Principles and the ILO core labour standards. We tolerate no child labour, no forced labour and no discrimination.
- Flexible hours, time off in lieu for overtime, travel time as working time, part-time up to a four-day week: governed by QM-POL-05 Arbeitszeit und Arbeitsbedingungen.
- Everyone receives the training their tasks require (QM-UNT-03 Kompetenz, Schulung und Unterweisung).

» ENVIRONMENT AND CLIMATE

Small in our own footprint, big in our impact at customers

- We record energy, fuel and waste every year and report them in the VSME report.
- We cut our greenhouse gases mainly through the fleet and electricity: new vehicles electric, green electricity at the site (QM-POL-06 Fuhrpark und Mobilität). The reduction targets are set out in QM-PLA-02 Ziele und Kennzahlen.
- We separate waste and dispose of hazardous substances properly.
- At customers we recommend repair, retrofit and energy-saving solutions where they make technical and economic sense.

Integrity without exception

- No corruption, no agreements with competitors, no business with sanctioned states or persons: governed by the code of conduct.
- Our customers' information stays confidential; we protect personal data under the GDPR (QM-POL-04 Informationssicherheit und Datenschutz).
- We receive reports of misconduct confidentially; anyone who reports in good faith suffers no disadvantage (QM-VER-05 Hinweisgeberverfahren).

» SUSTAINABLE PROCUREMENT

Partners who share our principles

- We expect suppliers and subcontractors to comply with the supplier code and ask the key ones for written confirmation.
- We evaluate suppliers every year, including against environmental and social criteria (QM-UNT-01 Einkauf und Lieferantenmanagement).

» IMPLEMENTATION

How this policy is put into practice

- **Responsibility:** management is accountable and provides the resources. Roles are set out in QM-FUE-02 Organisation, Rollen und Verantwortungen.
- **Objectives and indicators:** set annually and tracked monthly (QM-PLA-02 Ziele und Kennzahlen).
- **Communication:** notice board, onboarding of new employees, annual training, website (Trust Center).
- **Review:** annually in the management review (QM-VER-02 Managementbewertung).

PFULLINGEN, 25.09.2026

KÜRSAT AYDINLI ·
MANAGING DIRECTOR

» APPROVAL AND CHANGES

VERSION	DATE	CHANGE	APPROVED
1.0	2021	Qualitätspolitik: Kundenfokus, kompetente Mitarbeitende, wirksames QMS, Regelkreise	J. Sickinger
2.0	25.09.2026	Erweitert zur Unternehmenspolitik mit Arbeitssicherheit, Arbeitsbedingungen, Umwelt und Klima, Ethik und Beschaffung	K. Aydinli

PREPARED
: QMB

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APPROVED
: GESCHÄFTSFÜHRUNG

SKA · QM-POL-01 Unternehmenspolitik: Qualität, Sicherheit, Umwelt, Integrität

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