

 **COMPANY POLICY**



BERNARD Group is an owner-managed, medium-sized engineering consultancy with high competence and service quality, which - by adhering to core values of integrity - has successfully established itself on the European and international markets.

Regardless of age, sex, religion or nationality, we always treat everyone equally. If we have used the unspecific pronoun 'we' or the male form in this statement, we have only done so for readability reasons.

Our corporate policy focuses on what is important to us and represents our orientation, which is further specified in our mission statement.

### OUR PHILOSOPHY

From project conception to completion, we attach great importance to the consistently high quality and sustainability, as well as on the health and safety of our staff. By acting professionally, competently and fairly we achieve the greatest possible benefit for our clients. For this purpose, we must work together in a cooperative spirit, which is challenged and nurtured, and which defines our scope of action.

We provide all consulting, design, control and monitoring services in the Energy, Industry, Infrastructure and Mobility Business Units by using the latest state-of-the-art engineering technologies.

The management sees it as an essential task to promote the quality, safety, health and environmental awareness of employees as well as process-orientated and risk-sensitive thinking.

Managers and employees alike are equally responsible for ensuring that our daily actions are characterized by ethically clean and responsible behavior. In this way, we are able to satisfy our clients and secure our company success.

We ensure the growth of our company by providing our clients with the best possible solutions, but also by moving into new areas that build on our expertise and consider the interests of all parties.

Our daily activities are characterized by our guiding principle "Engineers You Can Trust" and by striving to provide top-quality engineering services at all our locations every day. We achieve this through our high and stable service quality and our interdisciplinary cooperation within the BERNARD Group.

The transparency of our actions and the clear focus on which we base our actions allows us that we can work together in an optimal manner with our clients and partners to achieve the best possible project realization.

## FOCUS ON QUALITY

Our pursuit of quality and our quality awareness lead to a consistent, stable and reliable performance. This is a prerequisite for the satisfaction of our clients and many resulting long-term partnerships.

The foundation for this is laid by our employees and the scope of our activities, which is defined by laws, official requirements and other relevant regulations and standards, such as the ISO 9001. Within this scope and based on our clients' requirements, we have defined our processes and review them continuously, internally but also through external, independent bodies. In doing so, we act out of an attitude of mind that is set out in our mission statement and to which we have committed ourselves.

All our processes are subject to constant evaluation to ensure their improvement and further development. This ensures the market conformity, quality and stability of existing processes. Should it be necessary, measures will be taken immediately as part of this continuous improvement process. Our goal is to improve the quality and competitiveness of the products we offer, to identify new tasks early on and to solve them reliably.

Our commitment, our ideas and our knowledge are essential components of our development and secure our future. That's why we have created a platform that takes into account our motivation, the acquisition of the necessary knowledge and the lively exchange of ideas, and that represents a pillar of modern knowledge management - the BERNARD Campus.

When providing our services, our clients do not only benefit from our engineering skills, but also from the business know how of our employees. Our project managers and executives always pay attention to the balance between these two factors and communicate in good time with all parties involved in order to jointly implement the best possible solutions.

Taking these agendas seriously is a matter of course for us, and it is an important pillar of modern corporate governance. They are an integral part of our success

### **FOCUS ON SAFETY, HEALTH AND ENVIRONMENTAL PROTECTION (SHE)**

Sustainable management is a social responsibility that we also take when providing our services. It goes without saying that all legal and official requirements as well as other relevant regulations and standards are observed.

Most of our work is in the office, which means that there is little need for action in the areas of safety, health and environmental protection. Nevertheless, the health and safety of our employees and of all other parties involved is of particular importance to us and takes precedence over mere economic success. At each of our locations and also during field work missions and on construction sites, we place importance to conditions that consider safety, health and environmental protection.

We lay special emphasis on the avoidance of accidents, occupational diseases and work-related health hazards, and we try to implement proactive measures. The coordination of these measures is organized in consultation with the management by a health committee, which is supported by external experts (e.g. occupational physicians).

There are sufficient preventive forces at all locations. Necessary training measures for knowledge transfer and employee sensitization are organized via our educational platform, the BERNARD Campus.

Every employee contributes to the identification and elimination of sources of error, and the systems of quality management and the SHE philosophy are intermeshed in such a way that a uniform process of continuous improvement is created.

For us, it is a matter of course that this thinking and acting does not end at our corporate borders. Within the scope of our capabilities, we also try to increase the people's awareness of this issue and to abate threats to humans and the environment.

We keep the SHE impact of our daily activities as low as possible. As an example, we support employees who come to their workplace by public transport, and we promote the use of low CO2 company cars.

We have freely committed ourselves to our SHE policy, through which, when providing services to our clients, we create a sustainable value and a lasting contribution to the success of our projects. The result is a culture in which - while ensuring the necessary corporate success - we live up to our commitment to safety, health and environmental protection in our daily business lives.

**ENGINEERS YOU CAN TRUST**