



POHL CORPORATE SOCIAL RESPONSIBILITY

OUR RESPONSIBILITY FOR PEOPLE AND THE ENVIRONMENT

WE WORK WITH METAL

Shaping metal is our trade and art at the same time. Good architecture lives from detail and quality. To pass this knowledge and passion to the future generations is what has been driving us at POHL since more than 165 years.

Being a family-run company in the 6th generation, we want to contribute to a viable society by developing sustainable products from natural resources. We believe in a strong medium-sized business that is also internationally competitive. Because we create long lasting quality – Made in Germany.



Heinrich R. Pohl (Owner POHL Group) with daughter Katja Boden (Managing Director / Director HR)



OUR VALUES

In our company, we unite a great diversity of different people and areas of activity. All of us share the following values that we want to continually further develop.



TRUSTFUL COOPERATION

Together, we unfold the enthusiasm for positive interpersonal atmosphere, mutual trust and binding cooperation.



RESPONSIBLE ACTIONS

We deal with the resources entrusted in a responsible manner and fight against any type of discrimination with respectful behavior.

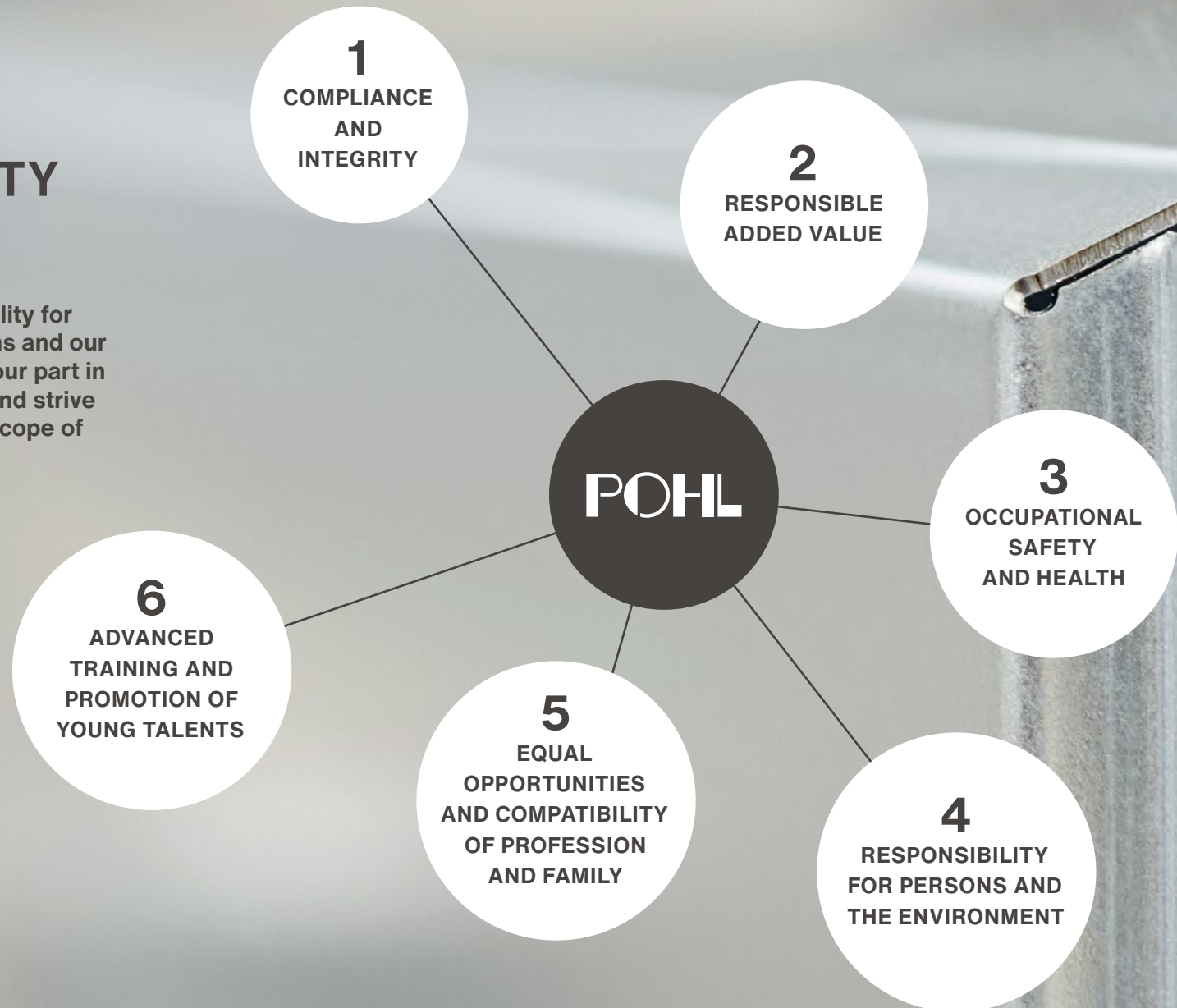


HONORABLE BUSINESS

We distance ourselves from any form of deception and corruption, and always act in an ethically and transparent manner.

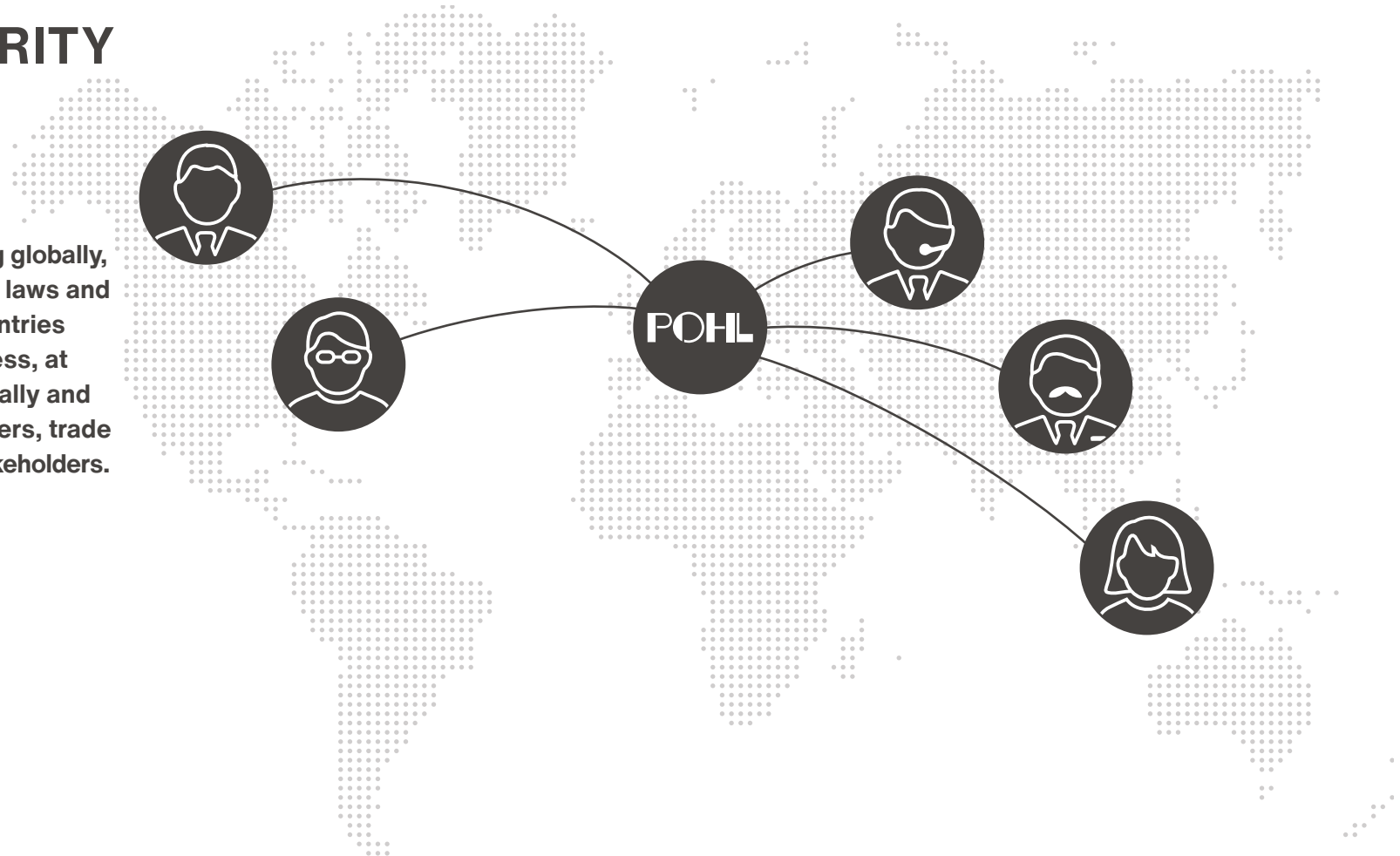
CORPORATE SOCIAL RESPONSIBILITY

We are aware of the responsibility for our employees, our value chains and our environment. We want to play our part in contributing to a better world and strive for further optimization in the scope of our handling.



1 COMPLIANCE AND INTEGRITY

Being a company group operating globally, we always handle in line with the laws and regulations applicable in the countries where we are active. In the process, at all times we always behave ethically and lawfully to our customers, suppliers, trade unions, competitors and other stakeholders.



2 RESPONSIBLE ADDED VALUE

According to the National Action Plan for Business and Human Rights (NAP) of the German federal government, we oblige ourselves to implement the human duty of diligence appropriately in our delivery and value chains.



MATERIAL AND SERVICES

For all materials and services that we purchase on the market for providing our services, we oblige ourselves to a sustainable supplier management. When selecting suppliers, we pay attention that human rights, work standards, environmental standards are observed and the fight against corruption. Moreover, we establish long-term relationships only with suppliers who have also committed themselves to reducing their CO² balance sustainably. Today this already allows us to offer our customers aluminum and brass with a recycling content of up to 95 percent. Furthermore, we procure stainless steel produced completely CO² neutral.

PROCESSES AND WORKFLOW

Our corporate values are reflected in all processes and the entire added value. At all production locations, for example we have committed ourselves to the sustainable use of resources and to optimize the continuous consumption of material and energy. Furthermore, we work consistently on the improvement of our products in order to make our contribution for the sustainable future of the built environment.

PACKAGING AND TRANSPORT

We deliver facade parts throughout the world and thus put a particular focus on our packing concept. Recyclable materials that can be reused are in the focus. Moreover, together with our customers, we strive to conduct transport paths as CO² neutral as possible.

3 OCCUPATIONAL SAFETY AND HEALTH

All obligations for reliable and user-safe handling of technical work and operating materials are fulfilled transparently within the POHL Group, and checked on a regular basis.

In addition to the annual accident prevention inspections, regular workplace inspections take place at all locations by the German employers' liability insurance association for timber and metal (BGHM). Ergonomic auxiliary equipment is available for the back-friendly movement of heavy workpieces in the production. A control group also takes care of the implementation of measures for the reduction of work-related accidents.

The primary task of our chamber of Commerce and Industry (IHK) tested health representative is to ensure that our employees are made more aware of different health topics. In doing so, private courses instructed on the company grounds as well as the promotion of joint sporting activities are in the foreground.

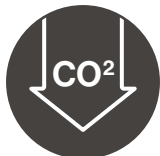


4 RESPONSIBILITY FOR PERSONS AND THE ENVIRONMENT

It is a matter of particular importance to us to protect our environment and preserve it for the next generation. The construction industry is responsible for one third of the global greenhouse gas emissions and by means of sustainable actions, we want to contribute to the reduction of this load.

Until 2050 our goal is to reduce the CO² emissions of our products to zero. In doing so, we consider the supplier chain, production locations as well as the entire life-cycle of our products.

Within the scope of our corporate activities, we support the Agenda 2030 of the United Nations and live the Sustainable Development Goals (SDGs) for a global sustainable development. For example, we promote gender equality, develop facade products for sustainable cities, produce resource-optimized and combine strong partnerships in order to achieve global sustainability goals.



5 EQUAL OPPORTUNITIES AND COMPATIBILITY OF PROFESSION AND FAMILY

Chances develop from diversity – for society and companies. Through a diverse personal policy, we promote social, cultural and ethnic diversity at all of our locations.

Life is challenging. We promote the compatibility of profession and family with flexible work time models and want to support our employees in all phases of their lives.

In a trade which is still very much dominated by men, such as metal trade, it is an issue of special concern to promote women in our departments. We already have a share of more than 30 percent of women in management positions and are open-minded to increase this even more.

Since more than 30 years we have made it possible for persons with a disability to be a part of our company. We currently employ 15 members of staff with severe disability. A particular development has been the apprenticeship and employment of deaf employees at our production location in Cologne. There are currently four deaf metalworkers integrated in our team.



6 ADVANCED TRAINING AND PROMOTION OF YOUNG TALENTS

By the mixed ages of the teams, we want to pass on the valuable know-how of our employees in the company, as well as tradition and modernity in an equal manner.

Over the past 5 years, more than 20 employees celebrated their 25th anniversary at POHL. Many of the loyal employees have already completed their training at POHL and have grown with the company. We are committed to providing continuing education for every colleague. Our current focus is on the digitalization of work processes.

The POHL Group provides approx. 10 apprenticeships in the divisions metalworking, industrial business management and commercial informatics each year. The training initiative of our HR department networks trainees across the locations and actively accompanies them through the entire training period. Through cooperations with local schools, we encourage scholars to apply for an apprenticeship at our business, and enable internships. A confirmation that we are on the right track is also shown by the regular award of our apprentices in "The BEST honor" (Die BESTEN-Ehrung) of the Chamber of Industry and Commerce Cologne.





POHL Group of Companies

POHL FACADE DIVISION

POHL Metal Systems GmbH
Robert-Bosch-Str. 6
50769 Cologne
Germany

Tel.: +49 221 70911-0

info@pohl-facades.com
www.pohl-facades.com