

## Company policy

The Tenowo GmbH, as part of the HOFTEX GROUP, including our subsidiaries Tenowo Hof GmbH, Tenowo Reichenbach GmbH, Tenowo Mittweida GmbH, Tenowo Huzhou New Materials Co. Ltd., Tenowo Inc. (including Tenowo de Mexico S. de R.L. de C.V.) as well as Resintex Industriale S.r.l., develop and produce nonwovens with highest quality standards for automotive, industrial, interlinings, food packaging and medical device sectors.

Guided by the principles of customer satisfaction, quality and reliability, while taking sustainable business into account, we work on the continuous improvement of our high-quality technical products and processes. The improvement process is based on the aspects of changing requirements of legislation, market and society.

Therefore the Tenowo GmbH has introduced a management system. At present this is effective for the subsidiaries Tenowo Hof GmbH, Tenowo Reichenbach GmbH, Tenowo Mittweida GmbH as well as Tenowo Huzhou New Materials Co. Ltd. We meet the requirements of the standards ISO 9001 (quality), ISO 14001 (environment) and ISO 50001 (energy) in the currently valid version.

Our integrated management system improves the organizational and production workflows using the PDCA-method (Plan-Do-Check-Act). Therefore we promote the awareness for quality, environmental, safety and health. For this purpose the organization provides the necessary resources and information. The management has imposed the voluntary commitment to observe and comply with legal and applicable requirements and to manage the companies according to ethical aspects.

Our goal is to further develop our products and processes with modern technologies innovative strength and high level quality standards, thereby continuously expanding our market position and increasing the performance of our customers. To this end measurable goals are set annually with regard to occupational safety, environmental protection, quality and energy.

Motivated and competent employees are our most important resource. We expect our employees to act responsibly and independently in line with our corporate policy. We support all employees regardless of their gender, age group, religion, origin and skills. The General Equal Treatment Act applies.

Each employee is obliged to act in a safety, quality and environmental-oriented manner and to use resources in an energy-saving way. Knowledge in the company is further developed through extensive training and the possibility of continuous further education. The possibility of idea management promotes the introduction of own ideas with regard to occupational safety, quality and the environment and uses the potential of the employees to drive continuous improvements in all aspects..

Protection the health of our employees, constantly minimizing all environmental impacts and saving energy of all kinds are our top priority.

This policy applies without restriction on the entire organization, in all areas and at all levels. It is documented and published in the organization and available to all relevant interested parties.

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13/05/2020

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Dr. Harald Stini  
General Manager