



Our values for the
**Environment, Safety,
Health and Quality**

Evonik. Power to create.



EVONIK
INDUSTRIES

Table of Contents

Our Objective	4
Sparing no Effort	5
Courage to Innovate	6
Acting Responsibly	7

Dear employees,

Our globalised and interconnected world is changing ever more dramatically. Problems like climate change, shortage of resources, demographic change, social justice and inequalities of wealth are of great concern to people around the world.

Being an international and innovative company, it is our responsibility to address these challenges within our sphere of influence and to contribute with our products to a sustainable development. Thus we establish trust and lay the groundwork for the sustainable success of our business.

With our Policy for Environment, Safety, Health and Quality (ESHQ Policy), we have developed a set of values which is vital to everything we do. Our core values are responsibility and fairness—acting responsibly to protect people and the environment and dealing fairly and respectfully with our employees, customers, suppliers, neighbours and other partners.

Each and every one of us needs to promote and live these values in our day-to-day work in order to strengthen the sense of good cooperation and to secure the future of our company.

Best regards, Ralf Blauth



Ralf Blauth

Member of the Executive Board of
Evonik Industries AG and Industrial
Relations Officer



„The future of our site is only one reason why we invest in environmental protection.“

Gülben Gülcan,
Communications ISKEN,
Ankara, Turkey

Our Objective

Protecting people and the environment, treating our partners fairly, and focussing on the needs of our customers are core beliefs for us. We therefore not only comply with all laws and commitments but also strive to continuously improve our performance and our management systems.

Sparing no Effort

We set challenging and verifiable goals. Achieving them requires the collaboration of our Management Board, executive staff and employees.

We expect everybody to contribute and take the initiative to promote safety. Supervision should be a role model and we evaluate them on their conduct and success in implementing our values and objectives. Line responsibility always comprises responsibility for the environment, safety, health and quality.

We want our performance to make us the preferred supplier and partner of our customers. We combine our innovative excellence with reliability, flexibility and service. We treat our suppliers and service providers fairly—but we also expect them to meet consistently high standards of quality as well as work safely and with respect for the environment.



„I work safe to protect myself and my colleagues.“

Mawonga Goqoza,
Production,
Port Elizabeth, South Africa



„We provide proven quality because only happy customers return.“

Bettina Hünnekens,
Laboratory Assistant Analytics,
Marl, Germany

Courage to Innovate

We seek close contact with our customers to understand their needs and make these needs the focus of our planning and development. We see research and development as an opportunity not only to benefit our customers while enhancing sustainability.

We embrace the ideas of our employees and systematically evaluate and implement them. We keep our employees informed and advance their knowledge and awareness of the consequences of their activities. In order to promote their productivity and well-being, we foster and protect their health.

Acting Responsibly

We consider it our duty to protect people and the environment everywhere we operate. We are committed to the principles of Responsible Care for all our chemical operations.

We select our resources consciously and use them sparingly. We consider a suppliers environmental and safety performance before awarding contracts.

We reduce risks carefully and methodically. We remain vigilant of risks and conduct ourselves in such a way that we endanger neither ourselves nor others.

We want our products to benefit people. We inform our customers on the proper use of our products as well as their potential impact on people and the environment.

We strive to be good neighbours, disclose information openly and honestly, and welcome dialogue. We constructively cooperate with authorities.

We want our performance and our deeds to earn us respect and esteem everywhere we do business.



„I see it as part of my responsibility to consider all risks already at the planning stage.“

Scott Daniels,
Engineering Services Manager,
Dandenong, Australia



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